

# Bulletin

University of Toronto

Friday, May 20, 1977

No. 34

30th Year



TORONTO: TURKEY SHOOTING ON THE DON.

**TURKEY SHOOTING ON THE DON** is the title of this engraving and from the size of the bird in the foreground it was as well that the men were armed. Tom Chan of the Robarts Library photographed the scene from the *Canadian Illustrated News*. (See story page 3)

## Agreement signed, reactions favourable

Negotiations between representatives from Governing Council and the University of Toronto Faculty Association have culminated in a written agreement which was signed on May 17 by both parties.

A memorandum of accord was signed on May 17 by Vice-President and Provost Donald Chant and Jean Smith, chairman of UTFA's Salary and Benefits Committee, stating that the *Memorandum of Agreement* drawn up by both parties "is in form and substance acceptable to both of the undersigned". (see page 4-8 of this issue). It also recommends the commencement of the appropriate ratification procedures.

Vice-President — Internal Affairs Frank Iacobucci and librarian Carole Weiss witnessed the signing. The agreement was tabled at the regular meeting of Governing Council on May 19 and at a

special meeting of UTFA Council the same day. The agreement does not apply to faculty or librarians of the Federated Universities who will be encouraged by UTFA to propose similar agreements.

The memorandum consists of 26 articles and five appendices. It is meant to cover a three-year period and is designed "to provide a mutually acceptable means of settling differences. . . without resort to strikes and lockouts and other procedures provided by the Labour Relations Act of Ontario." It examines terms of employment of faculty and librarians, including academic freedom and responsibility, research and study leave, maternity leave, grievance procedures and many other issues.

The articles of the agreement raise a number of interesting points. For example, there is no definition of who is included in the bargaining unit. Research and

study leaves, originally regarded as a right by UTFA, have now been agreed upon as a privilege to be requested. The decision to accept "the principle of paid maternity leave for faculty members and librarians" is new. Now stated clearly is the fact that faculty members are not required to teach formal scheduled courses for more than two terms in any academic year. Article 5 in the UTFA draft originally dealt only with academic freedom. The new section, article 7, deals with academic responsibilities similar to those described in other university agreements. And the section on Grievance Procedure is intended to cover not only violations of the agreement, but also traditional University policies and practices.

At the negotiating sessions, conducted *in camera*, five members represented Governing Council: Vice-President and Provost Donald Chant, Vice-President Frank Iacobucci, Vice-Provost Milton Israel, Principal Arthur Kruger, and Ralph Barford; and, five represented UTFA: Professors Jean Smith (Political Economy), Mary Eberts (Law), Charles Hanly (Philosophy), K.C. Smith (Electrical Engineering), and Carole Weiss (Reference, Robarts Library).

A joint statement from Vice-President and Provost D.A. Chant and Prof. J.E. Smith states that the agreement "reflects the joint efforts not only of two negotiating teams, but of the Advisory Committee of Governing Council, UTFA's Salary and Benefits Committee, and the respective Councils".

The statement also says that "the negotiations themselves have been characterized by a spirit of good will and co-operation. We began meeting on December 21, and have met 36 times since then. Governing Council's Advisory Committee has met 24 times. The Salary and Benefits Committee has met even more frequently, having begun its deliberations last July."

Continued on Page 8

## Staff salary increases approved by Council

At the Governing Council meeting of Thursday, May 19, the Council voted to give consideration to the rebuilding of the Sandford Fleming Laboratories, which were damaged by fire February 11. The President will appoint a User's Committee, consisting of those directly concerned, together with the Vice-President — Business Affairs, and the director of Physical Plant, who will gather information on the project's size, cost and design requirements and report to the President. Following procedures already established for University construction projects, the report will be then reviewed by the Planning and Resources and Business Affairs Committees.

The Council extended the term of Professor Donald Chant as Vice-President and Provost from June 30, 1978 to June 30, 1979.

As well, the Council gave its approval in principle to various

tion to approve a contractual relationship between the Toronto School of Theology, six of its member colleges and U of T. As many questions arose concerning the advisability of U of T's becoming involved in the field of theology, the nature of theological education and academic freedom, Council voted to adjourn discussion until its June meeting. The President asked members to consider the resolution carefully, and to direct questions to Prof. William Dunphy, Chairman of the Academic Affairs Committee, or to him.

The Chairman thanked the members of the UTFA and Governing Council negotiating teams and the Governing Council Advisory Committee for the long hours they had spent working toward the Memorandum of Agreement which was signed May 17. Council began discussion of the document, and will vote on its

### Governing Council — May 19 (Including action taken at committee level)

- Approved 1977-78 salary increases for academic and administrative staff
- Approved membership and terms of reference of the Search Committee for a new President
- Approved extension of term of Professor D.A. Chant as Vice-President and Provost to June 30, 1979
- Approved 1977-78 Governing Council committee memberships
- Approved University policy on copyright and other proprietary rights
- Approved proposal for Master of Health Sciences degree program in Clinical Biomedical Engineering
- Approved guidelines for developing written assessments of effectiveness in teaching in tenure decisions
- Approved University of Toronto response to the report of the Interim Committee on Financial Assistance for Students
- Approved 1977-78 budgets for Hart House, Royal Conservatory of Music, University of Toronto Press, Frederick Harris Music Co. Ltd. and Parking Authority
- Approved award of contract for construction of the Athletic Building
- Approved recommendations of the Advisory Committee on Library Service in the Sciences
- Approved amendment to the guidelines for academic appeals within divisions
- Approved change in name of the Subcommittee on Academic Appeals of the Academic Affairs Committee to the Academic Appeals Board

capital building projects including partial replacement of King's College Road, repairs to the gym floor in the Benson Building and further work on University College. These projects will be submitted to the Ministry of Colleges and Universities for approval, and, conditional upon this approval, the Vice-President — Business Affairs will be authorized to proceed to call tenders and award contracts.

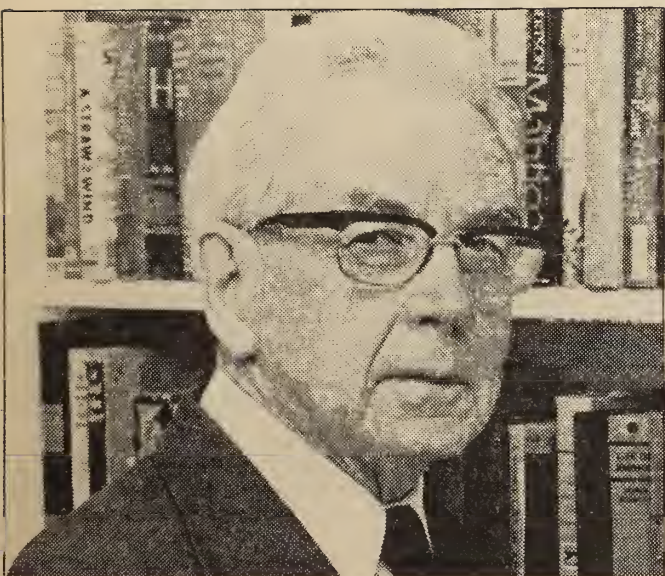
Discussion began on a resolu-

acceptance at its next meeting. (The Agreement appears on pages 4-8.)

The President stated in his report to Council that the search committee which had been struck to seek a new dean of Music had been disbanded, and that Gustav Ciamaga, a professor in that Faculty has been appointed acting dean for one year. A new committee will soon be formed which will consider both internal and external candidates.

### Salary increases outlined

At the Governing Council meeting on May 19, approval was given to the salary increase recommendations for 1977-78. The basic provisions include an economic salary adjustment of 6.2 percent plus the continuation of progress through the ranks and merit schemes within the limits of rank and salary range ceilings. The over-all increase is the equivalent of 9.4 percent. Staff members will be advised directly by the President of the provisions applicable to them. The full description of the proposals will appear in the next issue of the *Bulletin* (June 3).



**ARTHUR B.B. MOORE**, former moderator of the United Church of Canada, and president of Victoria University from 1950 — 1970 will be the University's next Chancellor. Dr. Moore will succeed Dr. Eva Macdonald who completes her three-year term on July 1.



# FORUM

## Failure of faculty, staff to sign up for dental plan means back to drawing board

### To the Editor:

Failure of faculty members, librarians, and support staff to sign up in sufficient numbers for the recently proposed dental plan illustrates the difficulty of fashioning a single benefit program to suit all needs.

We concur with the position taken by UTSA's Budget Committee (*Bulletin*, May 6, 1977) that any dental plan should be "essentially equitable as between administrative staff and faculty". The problem with the University's most recent proposal is that for reasons of apparent administrative convenience, it chose to state the cost of the plan in terms of percentage rather than precise money costs per individual.

We share UTSA's concern over the essentially regressive nature of

such an approach. Similarly, we continue to believe that most members of academic staff would prefer dental coverage, and that we should continue to explore alternative possibilities. The recent referendum, and the reaction to it which we have received, suggest a number of guidelines which should be considered further:

1. The cost of any dental plan should be stated clearly in dollars and cents for each individual. Obviously, the single rate will differ from the family rate, but costs should be based on coverage, not income. And it should be the same for all.

2. Reaction of the administrative staff (as reported in the *Bulletin*) indicates a concern that the proposed plan was too inclusive. Faculty reaction was quite the

reverse: the expensive items such as orthodontist work were not covered. This strongly suggests the necessity for two separate plans of differing content.

These observations should be taken in context. There are many desirable features in the University's recent proposal, and we would be remiss if we did not credit them.

First, the plan was voluntary. This is a concept which again should be incorporated in any new proposal which might be suggested, and the administration should get full marks for recognizing this.

Second, the University would have made the entire contribution (admittedly from monies which otherwise would have gone into salary increases). This too is a valuable idea which ought not be discarded since the University's

contribution would be tax free. A possible approach would be to divert the appropriate amount of the University's contribution to OHIP (which is taxable), to a dental plan (which is not), and for the individual to pick up the balance of the OHIP payment. This would maximize the tax advantage without eroding pension benefits.

Third, the proposed plan was based on current (1977) dental fee schedules. This is an important factor to remember in any future plan since many existing plans at other universities peg payments to rates of several years ago.

Fourth, the fee schedule was guaranteed for three years, regardless of the amount of use. The experience of other faculty associations indicates that this too is a valuable consideration.

Finally, the University acted

promptly to give staff members a choice. The fact that the choice was not approved should not diminish our appreciation to Mr. Brown and his staff in this respect. When the administration has been wrong, we have been quick to criticize them. But in the present case we believe the error was unintentional and, indeed, unavoidable.

Let us all go back to the drawing board and try again. In the search for alternatives, new plans for other carriers with differential coverage may emerge which will answer our needs better.

Above all, let us this time be sure to state actual costs precisely in dollars for each individual. In this instance, as in most, every tub should sit on its own bottom.

UTFA Salary and Benefits Committee.

## Salaries, working conditions, job security continue to deteriorate for non-academic staff

### To the Editor:

We wish to respond to your story on CUPE (CUPE courts non-academic staff, April 29).

The director of personnel, we are sure, has done his best to remain "responsive to staff concerns." But he has not been able to prevent salaries, working conditions, and job security among the non-academic staff from continuing to deteriorate. During the winter the faculty voted overwhelmingly in favour of collective bargaining, and unionization is being thought of everywhere in a

new light. On the same page of the *Bulletin*, two other non-academic employees who have tried to talk informally with the administration stated that "a union is the last resort", "we must work towards an entrenched position that is as strong as the faculty's," and "we cannot hope to survive outside a contractual agreement."

We happen to be the only organization advocating and working for collective bargaining for the non-academic staff. We soon came to see that forming a new, "independent" union was not a realistic possibility. We haven't the

resources, the experience, or the time to undertake in our off-hours tasks normally entrusted to lawyers, professional researchers, organizers, and negotiators. We could see no virtue in attempting to be "independent" of their assistance and of their broader experience in reaching collective agreements on other university campuses; while as amateurs facing the University's professional negotiators our feeling of independence would in another sense rapidly diminish. Starting your own union is like starting your own political party.

We have therefore welcomed the assistance of the Canadian Union of Public Employees. Canada's largest union, it represents thousands of people like us on campuses from coast to coast; and its locals operate with full autonomy. Furthermore, as your story suggests, CUPE has for a long while cared enough to give information and support to groups of campus employees exploring the possibilities of collective bargaining.

As everyone should know, forming a union is a legal right open to virtually all employees in Ontario, and a democratic process, govern-

ed by the Ontario Labour Relations Board and decided by majority vote. It can only happen following a great deal of discussion and participation among the employees involved, and in these activities we look forward to working with our fellow employees and other friends across campus in the days to come.

Larry MacDonald,  
Gus Richardson,  
Members of the non-academic staff for the CUPE organizing committee.

## Impetus to unionize not from CUPE, but from staff

### To the Editor:

I'm writing in response to your article entitled "CUPE courts non-academic staff" which appeared in the *Bulletin* of April 29.

The article implies that CUPE has initiated all the efforts that have been made to organize the non-academic staff, when in reality the impetus has come from staff members who feel a union would benefit university employees and who have asked CUPE for help.

As far as Mr. Brown's comments that the University is responsive to staff concerns go, I can only point out the latest example of the University's insensitivity — the dental plan. Although many workers at the lunch bag forum asked Mr. Burnham to consider a dental plan paid for through premiums (such as OHIP is handled now), he would not even admit that this is a possible way to do it. Nor did he feel it was unfair to propose a method which would cause a direct reduction in salary increases when the workers of this Univer-

sity do not even know what the salary increases will be. The final low blow was placing blame on UTSA for not responding to the proposal when presented to them in October. First of all I find it hard to believe that UTSA knew the exact nature of the proposal since no mention of the salary decreases was mentioned in the survey; in fact the impression was that it would be paid for by premium with the University paying half. Secondly, UTSA is made up of full time employees of the University. It is a

lot to expect that time could be found to investigate fully and discuss with other workers a complicated issue which probably took the University a lot of paid man-hours to develop.

If the workers of this University were organized there would be the time and the resources to put real input into every plan proposed by the University.

Peggy Faulds,  
Clerk III.

## CUPE 1281 is third campus local

### To the Editor:

In the April 30 edition of the *Bulletin* you published an article on the efforts of Andy Stanley to organize the non-academic staff into the Canadian Union of Public Employees. In that article it was stated that there exist two locals of the Union on campus. We wish to inform you that there is also

another local at U of T: Local 1281. Although we are a small number of employees here, we are part of a local of student council workers that has a membership of 30. Our CUPE local represents the employees of the Ontario Federation of Students, the Student Union of Ryerson Polytechnical Institute, the National Union of Students, the Graduate Students' Union and the Graduate Assistants' Association (the latter two being at U of T).

The members of CUPE 1281 who work on the University of Toronto campus hope our existence will be acknowledged in future articles.

Joan Duerr,  
Steward,  
CUPE 1281.  
Jean Greatbatch,  
Executive Member,  
CUPE 1281.

### Hart House Theatre

*Sweet Bird of Youth* by Tennessee Williams, directed by David Gardner, the first of four plays in the special Sesqui Season, has its final preview tonight, opens tomorrow, May 21 and will run until Saturday, June 11 in Hart House Theatre.

### Correction

The *Bulletin* of May 6 incorrectly identified one of the recipients of the Sesquicentennial Long Service Honour Awards as Dr. Dorothy Jackson. Our apologies to Dr. Marjorie Jackson, Faculty of Dentistry.

## Ethnic Studies head sought

A search committee under the chairmanship of Professor Frank Iacobucci has been established by the President to look for and recommend the appointment of a director of the Ethnic and Immigration Studies Program. Members of the committee are: Professors Raymond Breton, L.S. Bourne, J.F.C. Griffiths and R.F. Harney, and Dr. Daniel Hill.

The position will require, subject to negotiation, one-third to one-half time of a full academic appointment. Candidates must already have a U of T appointment, be familiar with some of the city's

ethnic communities and be engaged in scholarly research related to immigration or ethnic history or cultures. The appointment will probably be for three years with a possibility of two additional years.

The committee wishes to solicit nominations for the position, which should be submitted to the Secretary, Search Committee for the Director of the Ethnic and Immigration Studies Program, Office of the Vice-President — Internal Affairs, Room 112, Simcoe Hall. Nominations should be accompanied by a short curriculum vitae and should be submitted not later than June 10.

## Convocation ceremonies

There will be 14 Convocation ceremonies this spring. After each Convocation, a reception for members of the graduating classes, their relatives and friends, will be held in the Quadrangle and Great Hall of Hart House.

The first Convocation, for Dentistry, Pharmacy and Nursing, will be held Friday, June 3 at 2.30 p.m. The Convocation address will be delivered by Dean Gordon Nikiforuk of Dentistry.

Five honorary degrees will be conferred: Doctor of Music, *honoris causa*, upon Maureen Forrester; Doctor of Science, *honoris causa*, upon Professor Dudley R. Herschbach; and Doctor of Laws, *honoris causa*, upon Dr. G. Malcolm Brown, Professor A.R.M. Lower and Dr. D.C. Williams.

Tuesday, June 7 at 2.30 p.m. graduate degrees will be awarded in all but Business Administration

and Education — these will be awarded the following day at 2.30 p.m. The Convocation address on Tuesday will be delivered by Dr. W.H. Rapson, University Professor, and on Wednesday by Professor P.D. Kerr, associate dean of the School of Graduate Studies.

### UTFA information meeting

The negotiating teams of UTFA and Governing Council have come to an agreement, and procedures are now underway for its ratification.

In this regard, UTFA is sponsoring an information meeting on the UTFA — Governing Council Memorandum of Agreement to be held Thursday, May 26 at 4 p.m. in the Faculty of Education Auditorium, 371 Bloor St. W.



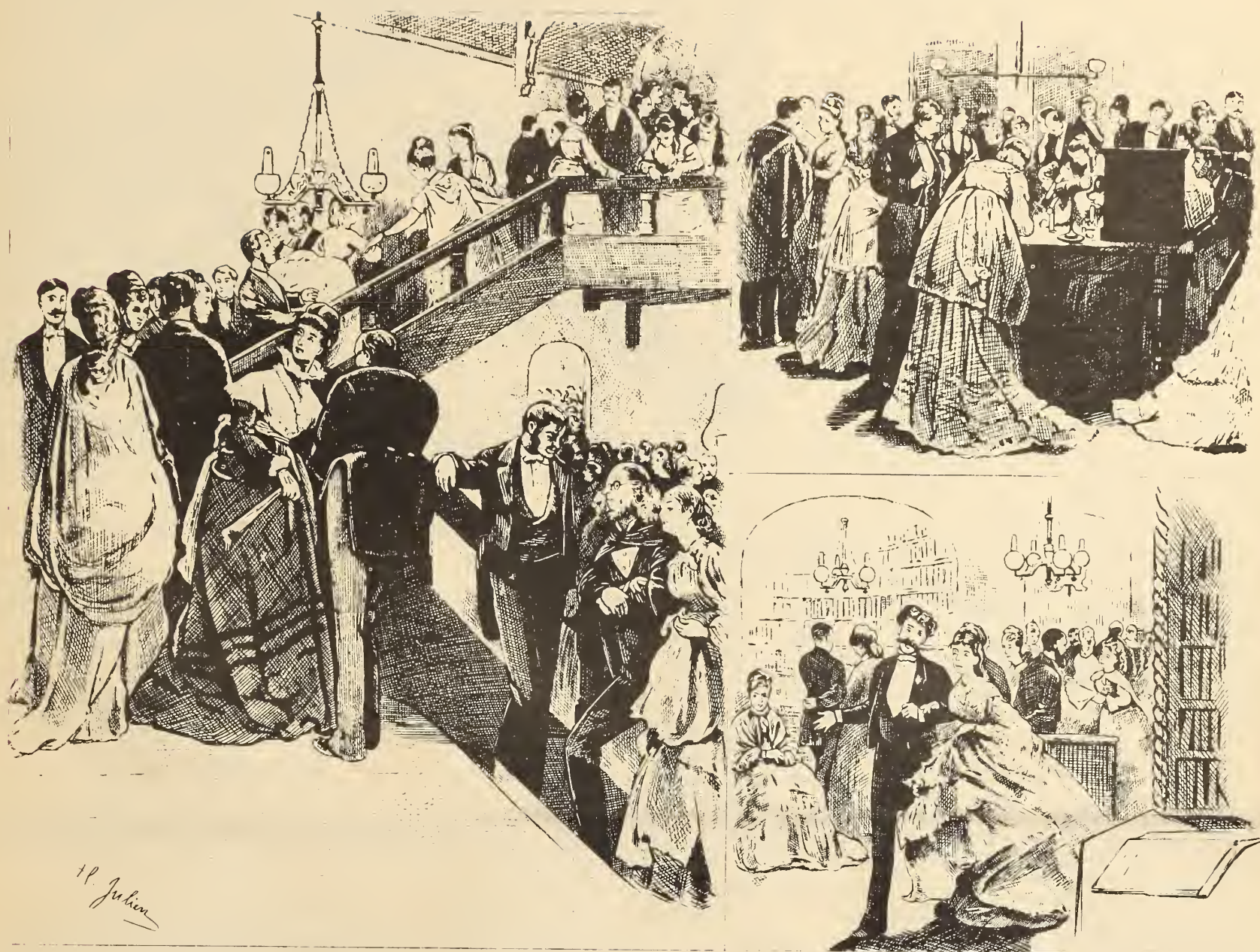
## UNIVERSITY of TORONTO Bulletin

Editor: Don Evans  
Assistant Editor: Linda Wright  
Copy Editor: Margaret MacAulay  
Production Staff: Cheryl Hennessey, Doris Adler  
Editorial Assistant: Mary Henkelman

Elizabeth Wilson: Director

Published by the Department of Information Services,  
45 Willcocks Street, Toronto, Ontario M5S 1C7  
Telephone 978-2102





TORONTO :—CONVERSAZIONE AT THE UNIVERSITY.—FROM A SKETCH BY W. CRUIKSHANK

**SPOILED YOUNG PUPS** lounge on Convocation Hall's staircase, at the Social Science department's party, and in the University library in this sketch from an 1867 issue of *Canadian Illustrated News*. Indexing of the *News* is a Sesquicentennial

project of the Department of Fine Art, and is being carried out by Professor W. McAllister Johnson assisted by his research associate Andrea Retfalvi, who is compiling pictures such as this one of "a literary conversazione".

## Errant U of T a favorite subject in 1870s newspaper

When, in the spring of 1876, a gala "literary conversazione" was held at the University of Toronto, the editors of the *Canadian Illustrated News* borrowed a sheaf of rough sketches produced on the spot by one "W. Cruikshank" and passed them along to the political cartoonist Henri Julien to use as the basis for more polished depictions of the event in pen-and-ink.

A few days later, readers of the *News* across the country, most of whom would have regarded the participants in the conversazione as spoiled young pups, were having their opinion confirmed. "The staircase leading to the gallery of Convocation Hall, represented in Sketch No. 1," the *News* opined, "besides being eminently suited for flirtation is also the last resource of the multitude who come late and are desirous of hearing the concert, or at least, such weak, uncertain sounds as manage to escape suffocation by squeezing through the jam in the doorway. The cynic too is attracted to the spot as one well adapted for his favourite amusement of thinking all were mortal but himself."

Sketch No. 2, the *News* explained, "is the Social Science party, quite as interested in back hair and handsome moustaches as microscopical examination of fly's legs. No. 3 is the Library, the resort of people who have 'read everything'."

Thus did the *Canadian Illustrated News* contribute to the development of what was shortly to become a favourite sport among newspapers of all political stripes — taking swipes, some more deserved than others, at errant U of T.

The *News*, published weekly in Montreal from 1869 to 1883, was the nearest thing to a national newspaper the country had in the years following Confederation. "This is the only illustrated newspaper in the Dominion," the editors reminded their readers in the first number of 1876. "Assuch it has special claims upon the patronage of Canadians. It is a national undertaking, designed to reflect PICTORIALY and EDITORIALY the life, the sentiments and the daily history of Canada."

For present-day researchers, says W. McAllister Johnson of the

Department of Fine Art, the *News* contains "a rather extraordinary stock of material". Hence his department's decision to celebrate its own fortieth anniversary and the University's Sesquicentennial by publishing an index of illustrations from the *News*, some 27 volumes to cover the 14 year period of the journal's existence.

"It's the kind of thing that will be accepted so quickly that people will carp about it," comments Professor Johnson, who is general editor of the project. "Indexing, of course, is a thankless task."

At a time when Canadian studies are thriving as never before, the index is a project that will be of national interest both in the academic world and among the general population. This is especially true because complete sets of bound volumes of the *News* are extremely rare, making it difficult for most researchers simply to consult the primary source at first hand. Even in Toronto, only the Metropolitan Toronto Library Board has the entire set.

As Professor Johnson points out,

the *News* featured visual documentation of the events that engrossed public interest at the time, such as the Red River expedition, the Fenian raids and the Franco-Prussian War. Now a researcher will be able to race through it, says Johnson, then arrange to have the Public Archives of Canada or another holder of the publication supply photographs of those illustrations that seem most pertinent to the study at hand.

Because the index will be produced on a volume by volume, year by year basis, it won't be necessary to purchase all if only some are required, and at \$3.50 per volume including postage and handling, the price (for material that has been produced to international standards) is decidedly modest.

"Every attempt has been made to design the publication for ready reference," says its general editor, and each volume is to consist of three sections — the index that appeared originally in the *News*, a comprehensive list of engravings in the order of their appearance, and topical indices employing

such useful categories for the rapid location of specific topics as: artists, current events, and social commentary, including cartoons.

According to the lead editorial, in the January 1, 1876 number of the *News*, the journal's principal features were: "The pictorial illustration of all leading Canadian events as they occur; A complete gallery of all Canadian celebrities with biographies attached; The reproduction of the finest works of art; A great variety of original and selected literary matter: stories, sketches, poems, and other contributions by leading Canadian writers; and Special attractions for the home circle."

Thanks to U of T (never one to hold a grudge) and its Department of Fine Art, soon a valuable repository of all the graphic material from that ambitious forerunner of *Maclean's*, the *Globe and Mail* and CBC's "The National" will be available for researchers across the country to examine, and for judicious undergraduates at literary conversaciones to admire and extol.



## UTFA, GC negotiations make joint statement

This joint statement by the UTFA and Governing Council negotiating teams was drafted by Vice-President and Provost D.A. Chant and Professor J.E. Smith.

We are pleased to announce that negotiations between Governing Council and the University of Toronto Faculty Association have ended in agreement. Negotiations concluded Sunday, May 15, at 4 p.m., with both teams in accord on all outstanding issues.

We believe the Agreement which we have reached meets the basic needs of faculty members and librarians without compromising the essential statutory authority of Governing Council or the role of the academic divisions. It represents a mutual accommodation, and reflects the joint efforts not only of the two negotiating teams, but also of the Advisory Committee of Governing Council, UTFA's Salary and Benefits Committee, and the respective Councils.

The negotiations themselves have been characterized by a spirit of good faith and co-operation. Our exchanges have always been frank, but seldom acrimonious. We began meeting on December 21, and have met thirty-six times since then. Governing Council's Advisory Committee has met twenty-four times. The Salary and Benefits Committee of UTFA has met even more frequently, having begun its deliberations last July.

The Agreement was endorsed unanimously by Governing Council's Advisory Committee and Executive on May 16. It was

endorsed unanimously by UTFA's Salary and Benefits Committee and Executive on May 17. As chairmen of the respective negotiating teams, we formally signalled our accord immediately thereafter.

Insofar as ratification procedures are concerned, the Agreement will be tabled at the regular meeting of Governing Council on May 19.

It will be tabled at a special meeting of the UTFA Council that same day. UTFA will sponsor an informational meeting for all faculty members and librarians on May 26, and will submit the Agreement to a mail ballot that same day. The poll will close on June 13, and the results will be announced immediately. Governing Council will take final action at its regular meeting on June 16. If the Agreement is ratified by both parties, it will go into effect July 1.

As a final note, we would like to emphasize the collegiality, good will, and mutual respect which have marked these negotiations. That tone, we believe, is reflected in the Agreement printed on pages 5 — 8. We join one another in urging all members of the academic staff and Governing Council to support it.

**D.A. Chant,**  
Vice-President and Provost,  
Chairman,  
Governing Council Negotiating  
Committee on Faculty Association  
Relations.  
**J.E. Smith,**  
Professor, Political Economy,  
Chairman,  
University of Toronto Faculty  
Association Negotiating Team.



**BETTY ROOTS, ERINDALE'S Dean of Sciences, lends a helping foot to Rufus Churcher, Associate Dean, Arts and Science, who was acting as gardener at Zoology's tree-planting ceremony, held in honour of the department's retiring professors emeriti.**

## Erindale psychology symposium on communication

"Perception of Emotion in Self and Others" is the title of the seventh annual psychology symposium on communication and affect at Erindale College. The symposium began May 19 and will continue through Saturday, May 21. Papers will be given in room 2072, South Building.

Erindale College graduate Brian Shaw, now at University Hospital, London, Ont., will present a paper on "The theoretical and experimental foundations of a cognitive

model for depression", at 11 a.m. on Saturday. That afternoon, at 2 p.m., Professor Howard Leventhal of the University of Wisconsin will speak on "A processing model of

emotion: Its application to pain and humor".

For more information about the symposium, telephone Maureen Patchett at 828-5369.

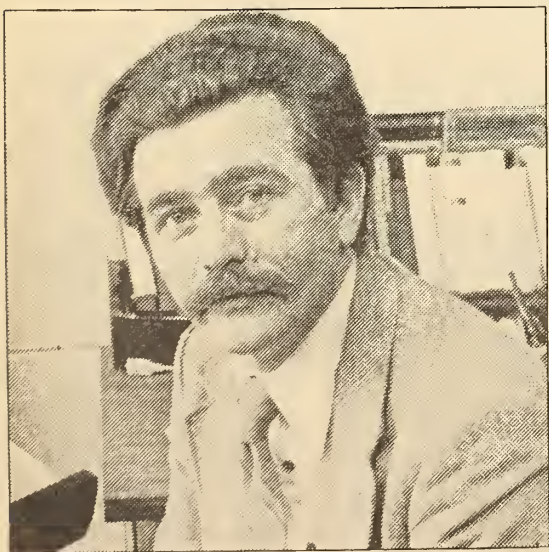
### Sesqui Long Service Awards

Nominators and colleagues of Sesquicentennial Long Service Honour Award winners (See *Bulletin*, May 6) are invited to be present at the recognition reception which will be held at 93 Highland Avenue on Sunday afternoon, June 5 from 3.00 to 5.00 p.m.

### No Bulletin May 27

The *Bulletin* will not be published on Friday, May 27. The next issue will appear on Friday, June 3. Deadline for submission of "Events" and similar items for the June 3 issue of the *Bulletin* is Friday, May 27.

## Drama, Community Relations, Medieval Studies appointments



**Professor Michael J. Sidnell**

Professor Michael J. Sidnell has been appointed director of the Graduate Centre for the Study of Drama, succeeding Professor Ann Saddlemyer. He has previously served as academic secretary of the Drama Centre from 1972 to 1974 and as acting director in the spring term of 1975.

Professor Sidnell came to Canada from England in 1958 and taught at various Canadian universities before joining the English department staff of Trinity College in 1969. He has published and lectured extensively on Irish drama and poetry in Canada, Ireland and the United States, and has served on the editorial boards of a number of journals including *Canadian Forum* and *Modern Drama*.

In addition to his scholarly activities, Professor Sidnell has acted in many productions at Hart House Theatre and elsewhere and is an experienced stage director. He will direct Auden and Isherwood's *The Dog Beneath the Skin* in the 1977-78 season at Hart House Theatre.

At present, Professor Sidnell is at work on a history of the London Group Theatre.



**Marvi Bradshaw**

Marvi Bradshaw, executive assistant, Internal Affairs, has been appointed the University's Co-ordinator for Community Relations effective May 1. Prof. Frank Iacobucci, Vice-President — Internal Affairs announced recently.

Ms. Bradshaw received her M.Sc. in chemistry from U of T in 1967 and has been associated with the University since that time. She taught for four years at Scarborough College, then assumed the position of Assistant to the Principal at that College. While there, one of her main responsibilities was relations with the community, with prospective students and with local school boards. In 1975, Ms. Bradshaw came to the St. George campus where she has spent most of her time as Co-ordinator for the University's Sesquicentennial celebrations.

The position of Co-ordinator for Community Relations was created to facilitate and improve communications between the University and ethnic communities, to strengthen ties that already exist and to enable the University to respond to as many needs of the community as possible. "I will be acting as a catalyst to initiate change in response to community needs," said Ms. Bradshaw.



**Professor Norman P. Zacour**

Professor Norman P. Zacour has been appointed director of the Centre for Medieval Studies for a five-year term from July, 1978. Professor George Rigg, who has been serving as acting director, has agreed to carry on in this capacity until Professor Zacour returns following his sabbatical leave.

Professor Zacour graduated from the University of Manitoba in 1950 and received his Ph.D. in medieval history from the University of Pennsylvania in 1955. He has taught at Brandon College and United College, now Brandon University and the University of Winnipeg respectively, the University of Pennsylvania and Franklin and Marshall College where he was chairman of the Department of History before coming to the U of T in 1966.

He has served as graduate secretary of the Department of History and academic secretary of the Centre for Medieval Studies. For the past three years, he has been chairman of the humanities and social sciences committee of the University's Research Board.

Professor Zacour will be spending his sabbatical leave at the Institute for Advanced Study, Princeton, where he has been appointed a member for the academic year 1977-78.



# Representatives sign Memorandum of Agreement

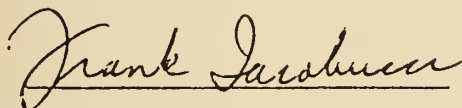
## Memorandum of Accord

We, the undersigned, the Chairman of the Negotiating Committee of the University of Toronto Faculty Association and Chairman of the Negotiating Committee of the Governing Council of the University of Toronto are in accord that the Memorandum of Agreement attached hereto is in form and substance acceptable to both of the undersigned and recommend the commencement of the appropriate ratification procedures by the parties to the proposed Memorandum of Agreement pursuant to Article 26 thereof.

Signed in duplicate original copies this 17th day of May, 1977.



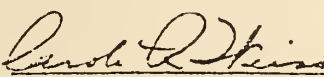
Professor D.A. Chant  
Vice-President and Provost  
and  
Chairman, Governing Council  
Negotiating Committee



Witness:  
Professor F. Iacobucci



Professor J.E. Smith  
Chairman  
University of Toronto  
Faculty Association  
Negotiating Committee



Witness:  
Ms. C. Weiss

### Article 1: Purposes

### Article 2: No Change in Basic Policies and Practices

### Article 3: Librarians

### Article 4: Promotions

### Article 5: Contractually Limited Term Appointments

### Article 6: Research and Study Leaves

### Article 7: Academic Freedom and Responsibilities

### Article 8: Maternity, Childcare and Adoption Leaves

### Article 9: Salary and Benefits

### Article 10: Grievance Procedure

### Article 11: Workloads and Working Conditions

### Article 12: No Discrimination

### Article 13: Personnel Files

### Article 14: Information

### Article 15: Joint Committee

### Article 16: Association Relations

### Articles 17: Federal Anti-Inflation Guidelines

### Articles 18: Non-Applicability to Federated Colleges

### Article 19: The University of Toronto Act and Severability

### Article 20: Amendments to the University of Toronto Act

### Article 21: Changes to Agreement

### Article 22: Copies of Agreement

### Article 23: Newly Appointed Faculty Members and Librarians

### Article 24: Correspondence

### Article 25: Term of Agreement

### Article 26: Entry into Force

### Appendix A: President's Letter of Intent

### Appendix B: Letter describing Present Practices regarding Leaves of Absence, Short-term and Emergency Leaves

### Appendix C: Letter of Intent regarding Librarians

### Appendix D: Letter of Intent regarding Policy on Promotions

### Appendix E: Letter of Intent regarding Policy on Contractually Limited Term Appointments

Memorandum of Agreement made this \_\_\_\_\_ day of \_\_\_\_\_ 1977  
between:

The Governing Council of the University of Toronto ("The Governing Council" or "the University") and

The University of Toronto Faculty Association ("the Association").

This Agreement witnesseth that, in consideration of the mutual promises of the parties herein contained, the parties hereto respectively agree as follows:

### Article 1: Purposes

The purposes of this Agreement are:

- to create or confirm the minimum rights, privileges and benefits which the University shall grant to faculty members and librarians and to the Association.
- to provide reasonable protection from unilateral changes to approved policies and practices relating to terms and conditions of employment of faculty members and librarians.
- to establish procedures for the development of specific proposals relating to the terms and conditions of employment of faculty members and librarians.
- to establish formally an effective and orderly procedure for the discussion and determination of salaries and benefits of librarians and faculty members.
- to formalize the relationship between the University and the Association and to establish conditions of support for the Association, and
- to accomplish the foregoing purposes (a) recognizing

the importance of not derogating or diminishing the existing rights of the individual faculty members and librarians, (b) recognizing the roles of the duly established bodies and groups within the University and (c) within the framework of an agreement and relationship between the Governing Council and the Association that is outside the Labour Relations Act of the Province of Ontario and that does not prevent individuals or groups from seeking and obtaining terms and conditions of employment which they consider more favourable than those referred to in this Agreement.

In this connection, both the Governing Council and the Association wish to promote and maintain harmonious, collegial relationships within the University of Toronto, and to provide a mutually acceptable means of settling differences which may arise from time to time without resort to strikes and lock-outs and other procedures provided by the Labour Relations Act of the Province of Ontario.

### Article 2: No Change in Basic Policies and Practices

The University agrees that, during the term of this Agreement, it will not change the following policies and practices except by mutual consent of the parties:

- (a) The Policy and Procedures on Academic Appointments (commonly known as the "Haist Rules" as amended) except for the amendments proposed in the letter of intent attached hereto as Appendix A.
- (b) the Policy and Procedures on Employment Conditions of Part-time Academic Staff;
- (c) the policy on Political Candidacy in the "Haist Rules";
- (d) the Policy and Procedures on the Appointment of Academic Administrators in the "Haist Rules" except for the amendment proposed in the letter of intent attached hereto as Appendix A;
- (e) the Policy Statement on Supplementary Income and Related Activities, as supplemented by the Guidelines on Related Activities;
- (f) the policy on retirement age affecting faculty members and librarians, namely, no faculty member or librarian shall be required to retire before the 30th day of June following or coincident with the faculty member's or librarian's 65th birthday. Faculty members and librarians who reach the age of 65 may, on recommendation from the division and at the discretion of the Vice-President and Provost, be offered additional annual appointments, full- or part-time, until age 68;
- (g) the policy on sick leaves affecting faculty members and librarians; and
- (h) the present practices affecting faculty members and librarians relating to leaves of absence, short term compassionate and emergency leaves, as described in Appendix B.

### Article 3: Librarians

The parties agree that, within 14 days following the ratification of this Agreement, the President will establish a Working Group to recommend policies for librarians. The Working Group will be chaired by the Vice-President and Provost or his designate and have the following composition: five librarians, two library administrators and three faculty members, all to be appointed by the President with the advice of the Association.

The parties agree that the terms of reference of the Working Group, the deadline for receiving its recommendations and the procedures to be followed in dealing with its recommendations shall be as contained in the letter from the President of the University to the

President of the Association attached hereto as Appendix C.

After the procedures described in Appendix C have been followed, the policies shall become subject to this Agreement upon approval by both parties to this Agreement and not be changed by the University during the term of this Agreement.

### Article 4: Promotions

The Governing Council agrees to cause the President to establish within 14 days following the ratification of this Agreement a Special Presidential Committee to recommend policies on promotions affecting faculty members. The Committee shall consist of nine faculty members and be appointed by the President of the University after consultation with the Association. The Committee will be chaired by the Vice-President and Provost or his designate.

The parties agree that the terms of reference of the Special Presidential Committee, the deadline for receiving its recommendations and the procedures to be followed in dealing with its recommendations shall be as contained in the letter from the President of the University to the President of the Association attached hereto as Appendix D. After the procedures described in Appendix D have been followed, the policies shall become subject to this Agreement upon approval by both parties to this Agreement and not be changed by the University during the term of this Agreement.

### Article 5: Contractually Limited Term Appointments

The Governing Council agrees to cause the President of the University to establish a Task Force to review the policy on contractually limited term appointments. The Task Force will be chaired by the Vice-President and Provost or his designate, and shall consist of seven faculty members appointed by the President of the University after consultation with the Association. The Task Force will be asked to submit its recommendations by not later than November 15, 1977. The provisions for the establishment and composition of the Task Force and the procedure for dealing with the recommendations of the Task Force shall be as outlined in the letter of intent from the President of the University to the President of the Association attached hereto as Appendix E.

After the procedures described in Appendix E have been followed, the resulting policies on Contractually Limited Term Appointments shall become subject to this Agreement upon approval by both parties to this Agreement and not be changed by the University during the term of this Agreement.

### Article 6: Research and Study Leaves

The University maintains a policy of research leave intended for academic study, research, and writing which provides means for faculty members to increase their knowledge, further their research and scholarship, stimulate their intellectual interests, and strengthen their contacts with the community of scholars, thus enhancing their contributions to the research and teaching activities of the University. Research leave shall be regulated by the following principles:

a) A faculty member on 50 percent or greater appointment shall be entitled to apply for research leave of 12 months at 75 percent salary after every six years of continuous service at the University of Toronto. Such research leave shall not be unreasonably denied. Research leave normally will commence on July 1.

b) As an alternative, each faculty member on 50 percent or greater appointment shall be entitled to apply for a research leave of six months at full salary, after the same period of service. Such leave shall not be unreasonably denied. Such leave may commence either July or January 1, subject to the approval of his or her chairman, dean or principal.

c) The research leave allowance to which such faculty member is entitled may be paid in part as a research grant, made in accordance with University policy for awarding research grants. In appropriate circumstances the schedule of payments of research leave entitlements shall be at the discretion of the faculty member concerned. Details of implementing this will be referred to the Joint Committee described in Article 15.

d) Faculty members on research leave shall be entitled to salary increases and consideration for promotion on the same basis as all other faculty members. Staff benefits will continue on the same basis.

e) A faculty member who wishes to take research leave shall request such leave in writing from his or her chairman, dean, or principal no later than October 31 of the academic year preceding. Such requests may be withdrawn up to three months prior to the academic year in which the leave is to be taken. Afterwards, they can be withdrawn only with the consent of the appropriate University authority. However, this consent shall not be unreasonably denied, particularly in cases where the circumstances are beyond the control of the individual.

Requests for research leave should be accompanied by a statement of the research and scholarship the faculty member proposes to undertake and at the conclusion of the leave a report of the research and scholarship accomplished should be provided to the chairman, dean or principal. In accordance with present rules, every request for research leave requires the approval

Continued on Page 6



*Continued from Page 5*

of both the Vice-President and Provost and the President of the University.

The present practice regarding study leave for librarians will continue until such time as the Working Group on Librarians referred to in Article 3 and Appendix C reports and the practice is duly changed.

### Article 7: Academic Freedom and Responsibilities

1. The parties to this Agreement acknowledge that the University is committed to the pursuit of truth, the advancement of learning, and the dissemination of knowledge. To this end, they agree to abide by the principles of academic freedom as expressed in the following statement: academic freedom is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine, as well as the right to criticize the University and society at large. Specifically, and without limiting the above, academic freedom entitles faculty and librarians to:

- a) freedom in carrying out their activities
- b) freedom in pursuing research and scholarship and in publishing or making public the results thereof; and
- c) freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather academic freedom makes such commitment possible.

2. A faculty member's professional obligations and responsibilities to the University shall encompass (i) teaching; (ii) research, scholarly or creative activity; (iii) service to the University. While the pattern of these duties may vary from individual to individual, they constitute the faculty member's principal obligation during the employment year, and include, without being restricted to, responsibilities as follows:

(a) A faculty member shall carry out his or her responsibility for teaching with all due attention to the establishment of fair and ethical dealings with students, taking care to make himself or herself accessible to students for academic consultation, to inform students adequately regarding course formats, assignments, and methods of evaluation, to maintain teaching schedules in all but exceptional circumstances, to inform students adequately of any necessary cancellation and rescheduling of instructions and to comply with established procedures and deadlines for reporting and reviewing the grades of their students.

(b) A faculty member shall be entitled to and be expected to devote a reasonable proportion of his or her time to research and scholarly or creative work. He or she shall endeavour to make the results of such work accessible to the scholarly and general public through publications, lectures and other appropriate means. Faculty shall, in published works, indicate any reliance on the work and assistance of academic colleagues and students.

(c) Service to the University is performed by faculty members through participation in the decision-making councils of the University, and through sharing in the necessary administrative work of their Departments, Faculties, the University or the Association. In performance of these collegial and administrative activities, faculty members shall deal fairly and ethically with their colleagues, shall objectively assess the performance of their colleagues, shall avoid discrimination, shall not infringe their colleagues' academic freedom, and shall observe appropriate principles of confidentiality.

3. A librarian's professional obligations and responsibilities shall encompass (1) the development of his or her professional knowledge and performance, (2) contributions to scholarship, (3) service to the University. While the patterns of these duties may vary from individual to individual, they constitute the librarian's principal obligation during the employment year. A librarian shall carry out his or her responsibilities with all due attention to the establishment of fair and ethical dealings with library users, colleagues and staff, taking care to be properly accessible. A librarian shall foster a free exchange of ideas and shall not impose nor permit censorship. A librarian shall ensure the fullest possible access to library materials.

### Article 8: Maternity, Childcare, and Adoption Leaves

The parties accept the principle of paid maternity leave for faculty members and librarians. The parties are desirous of overcoming problems with the present practice of maternity leave and shall direct the Joint Committee referred to in Article 15 to consider this matter and develop policy proposals relating to maternity leave. Both parties agree to use their best efforts to have a new policy on maternity leave presented to the Governing Council for approval before the end of this academic year. The policy on maternity leave shall become subject to this Agreement upon approval by both parties to this Agreement and not be changed by the University during the term of this Agreement.

Childcare and Adoption leaves for faculty members and librarians will be referred to the Joint Committee for consideration and the development of any policy proposals.

### Article 9: Salary and Benefits

Salary and benefits for faculty members and librarians shall be negotiated annually in accordance with the following procedure.

The parties shall thereupon bargain in good faith and

shall make every reasonable effort to reach an agreement.

If agreement has not been reached by January 30, either party may request mediation. A list of five mediators, in order of preference, shall be agreed to by both parties at the signing of this Agreement. The list of potential mediators may be amended from time to time by mutual consent. An individual who has served as mediator may be stricken from the list at the wish of either party, subsequent to his service.

If agreement has not been reached within two weeks after the appointment of the mediator, the mediator shall inform the President of the University and President of the Association of the failure to reach an agreement, the final position of the parties, and the mediator's recommended terms of settlement. The expenses of the mediator shall be borne equally by the parties to this Agreement.

The President shall inform the Governing Council whether an agreement on salaries and benefits has been reached and shall table the mediator's final report, if any, including any recommended terms of settlement. The Governing Council agrees to accept the terms of settlement recommended by the mediator unless Council by a majority vote determines otherwise.

### Article 10: Grievance Procedure

A grievance is any complaint by a faculty member or librarian or by two or more faculty members or librarians arising from the interpretation or application or alleged violation of an established or recognized policy, practice, or procedure of the University, referred to in this Agreement or otherwise, other than a complaint by the Association about breach of any of the undertakings or provisions of this Agreement that directly relate to the Association as such, and other than a complaint or alleged violation with respect to a faculty member relating to appointments, tenure, or dismissal for cause of a tenured faculty member, for which existing procedures shall be followed. Any grievance relating to a matter respecting terms and conditions of employment which is under review by a presidential advisory committee or working group pursuant to this Agreement, shall be dealt with under this Article until such time as any alternative grievance procedure recommended by such advisory committee or working group has been implemented by the University.

An earnest effort shall be made to settle grievances fairly and promptly.

The parties agree to be bound by and give full and immediate effect to decisions arrived at under the procedures set forth in this Article.

A faculty member or librarian may be accompanied by a grievance representative from the Association at any step in the grievance procedure, if he or she so desires.

A grievance will normally lapse if it is not appealed within the specified time limits. If the administrative official of the University fails to respond within the time limits specified under any step in the procedures below, the grievor may automatically move to the next step. Notwithstanding the foregoing, time limits in this procedure may be extended by mutual consent of the grievor and the administrative official designated at the appropriate steps which follow, or by the Grievance Review Panel which may decide to entertain a grievance where the time limits specified below have not been complied with, if the Grievance Review Panel is satisfied that neither the grievor's nor the University's position has been substantially prejudiced by the delay.

Wherever an official is specified in this procedure, a designate may be appointed to act.

#### Step No. 1

If a faculty member or librarian has a grievance he or she shall discuss it orally and informally at the first administrative level having the authority to dispose of it. This shall usually be the department chairman or equivalent in multi-departmental divisions. Such grievances must be presented within 20 working days after the grounds for the grievance were known or ought reasonably to have been known by the faculty member or librarian. The department chairman or equivalent shall notify the grievor of the decision within 10 working days.

#### Step No. 2

If the grievance is not resolved under Step No. 1, then, within 10 working days, the faculty member or librarian may present a written grievance to the dean, principal, chief librarian or equivalent in his or her division. The dean, principal, chief librarian or equivalent shall notify the grievor in writing of the decision within 15 working days.

#### Step No. 3

If the grievance is not resolved under Step No. 2, the grievor, within seven working days after the written decision has been given under Step No. 2, may present the grievance to the Vice-President and Provost. The Vice-President and Provost shall notify the grievor in writing of the decision within 15 working days.

#### Step No. 4

Failing a satisfactory resolution of the grievance under Step No. 3, the grievor may refer the grievance to the Grievance Review Panel, with notice to the President of the University within a period of 15 working days after the written decision has been given under Step No. 3. This notice of intention to proceed to the Grievance Review Panel shall contain the details of the grievance, a statement of the issue in dispute, and a statement of the type of remedy sought by the grievor.

The Grievance Review Panel composed of seven

members of the faculty and one librarian shall be appointed by the President of the University after consultation with the Association. Initially four members of the Panel shall be appointed for a term of one year and four members for a term of two years and terms thereafter shall be for a term of two years. Vacancies on the Panel shall be filled by the President after consultation with the Association. The Grievance Review Panel may establish its rules of procedure including but not limited to the assignment of a chairman and two other members of the Panel to constitute a Grievance Review Committee to consider a particular grievance. Where the Grievance Review Panel concludes that it is in the best interests of the grievor and the University to do so, the Panel may appoint an individual from outside the University to serve as chairman of a Grievance Review Committee to consider a particular grievance, provided that the grievor consents to the Grievance Review Panel appointing the chairman in this way.

The Grievance Review Committee shall have access to all written material related to the grievance and shall have the power to interview the parties to the dispute or anyone who may assist in resolving the matter. The Grievance Review Committee should attempt to minimize friction and preserve collegial relationships and shall resort to adversarial hearings only where no other route is satisfactory.

The decision of the Grievance Review Committee shall be final and binding on the grievor and the University. At no stage of these procedures, however, will an administrative official of the University or the Grievance Review Committee have the jurisdiction to change any of the provisions of a duly enacted policy or established practice of the University or to substitute any new provision therefore, or to alter this Agreement. The decision of the Grievance Review Committee shall be unanimous or one reached by the majority of the Committee; provided, however, that if there is no majority decision, then the decision of the Chairman shall constitute the final and binding decision of the Committee.

In all cases, the decision of the Committee shall be communicated to the parties without disclosing whether the decision was unanimous, by majority, or by the chairman's decision, and shall show on its face only that it was a decision of the Committee. No minority or dissenting reports shall be issued.

#### Group Grievance

A group grievance, which is a grievance as defined above by two or more faculty members or librarians may be brought forward at Step No. 1 of the grievance procedure at any time within 30 working days after the grounds for the group grievance were known or ought reasonably to have been known by the faculty members or librarians concerned. If the group grievance is not resolved under Step No. 1, it may be pursued through the remaining steps of the grievance procedure.

Where a grievance affects two or more faculty members or librarians working in different departments in the same division, they may initiate a group grievance at Step No. 2 within 30 working days after the grounds for the complaint should reasonably have been expected to be known. Where a grievance affects two or more faculty members or librarians in different divisions, they may initiate a group grievance at Step No. 3 within 30 working days after the grounds for the complaint should reasonably have been expected to be known. If the grievance is not settled at this stage within 15 working days, it may be pursued through the Grievance Review Panel.

#### Association Grievance

An Association Grievance is any complaint by the Association that any of the undertakings or provisions in this Agreement that directly relate to the Association as such has been breached. The parties agree that every effort should be made to resolve an Association Grievance in the Joint Committee. Failing such resolution, the Association may launch the Association Grievance at Step No. 3 above. If the Association Grievance is not resolved at Step No. 3, it may proceed further in the manner described above.

### Article 11: Workloads and Working Conditions

The Governing Council agrees that no faculty member shall be expected to carry out duties and have a workload unreasonably in excess of those applicable to faculty members within the academic division or department of the University to which such faculty member belongs.

In the interest of research and scholarship, faculty members shall not be required to teach formal scheduled courses for more than two terms in any academic year and those terms normally shall be the Spring and Fall terms. Summer teaching in Woodsworth, Erindale and Scarborough Colleges shall continue to be voluntary and on an overload basis. However, nothing in this article shall be interpreted to alter substantially the current arrangements for integrated summer teaching in those departments and divisions where this is now the practice. Nor shall this article be construed to preclude faculty members from voluntarily agreeing to rearrange their teaching schedules so as to include summer teaching as part of their normal teaching loads where this is acceptable to them and to the colleges, divisions or departments offering summer courses.

The Governing Council agrees to continue to use its best efforts to ensure that there is an adequate level of support for faculty members relating to working conditions and equitable distribution of support among



members of the same academic division or department.

#### Article 12: No Discrimination

The parties agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced toward any faculty member or librarian in respect to salaries, fringe benefits, pensions, rank, promotion, tenure, reappointment, dismissal, sabbatical or other leaves, or any other terms and conditions of employment by reason of age (except for retirement as provided for in this Agreement) race, creed, colour, national origin, citizenship, religious or political affiliation or belief, sex, sexual orientation, marital status and/or family relationship, place of residence, membership or activity in the Association, or any activity pursuant to the principles of academic freedom set out in Article 7.

#### Article 13: Personnel Files

A faculty member or librarian shall have the right to examine all documents pertaining to that individual in any files kept by any sector of the University as a basis for personnel decisions affecting the faculty member or librarian, and to have such files corrected or supplemented in cases of error or inadequacy; except for those confidential letters of reference and evaluations specified below.

A faculty member or librarian shall have the right to examine his or her personnel files as specified above after giving reasonable notice of his or her desire to do so and under conditions which the department chairman (or dean or personnel librarian as appropriate) deems appropriate to ensure the security of the file.

A faculty member or librarian shall not have the right to examine the confidential letters of reference and evaluations obtained for appointment, tenure, and promotion decisions. These letters of reference and evaluation shall be retained by the department and/or division until one year after the final date on which an appeal of such decisions may be launched, or in the event an appeal has been initiated, until such time as the final stage of appeal, including the courts, has been exhausted. These documents shall then be destroyed.

A faculty member or librarian shall have the right to examine his or her personnel files in the Personnel and Payroll Departments of the University after giving reasonable notice of his or her desire to do so, and under conditions which the appropriate administrator of the department deems appropriate to ensure the security of the file and to minimize disruption of the work of the department.

No document contained in any file of any faculty member or librarian shall be released or made available to any other person or institution, except for internal University administrative purposes, without the express written consent of such faculty member or librarian, or as required by law.

Nothing in this article shall entitle a faculty member or librarian to request access to aggregated statistical surveys which might include information about that individual and which are used for University administrative purposes other than personnel decisions affecting the faculty member or librarian.

#### Article 14: Information

The University agrees to provide the Association such documents as may be necessary for the negotiation of salaries and benefits pursuant to this Agreement. This shall include, without limiting the generality of the foregoing: University financial reports and audits; the University summary budget, budget estimates and allocations relating to academic staff provided to the Budget Committee; University-wide salary analyses; age, rank and salary profiles; any instructional activity analyses; staff benefit costs; actuarial reviews of the University pension plans; and all other such documents provided to or received from the Ministry of Colleges and Universities, the Ontario Council of University Affairs, Statistics Canada, or the Governing Council.

The University agrees to provide any reports or recommendations relating to terms and conditions of employment of faculty members and librarians about to be made to or by the Governing Council or its committees, in sufficient time to afford the Association a reasonable opportunity to consider them, and if deemed necessary, to make representations when they are dealt with by the Governing Council or its committees. Copies of all agendas, minutes, motions, resolutions, by-laws, and rules and regulations adopted by Governing Council shall also be forwarded to the Association.

It is understood that this article shall not be construed to require the University (a) to compile information and statistics in particular form if such data are not already compiled in the form requested or (b) to provide any information relating to any individual.

#### Article 15: Joint Committees

The parties agree to establish within 14 days of the ratification of this Agreement a Joint Committee consisting of not less than four representatives of the Association and an equal number of representatives of the University administration. The Joint Committee shall meet at least twice each term during the academic year. In addition, the representatives of either party to this Agreement may call a meeting of the Joint Committee on seven days' written notice. The representatives of either party may place items on the agenda in advance of each meeting.

The Joint Committee is to have terms of reference wide enough to allow it to consider any aspect of the policies, procedures and practices relating to the terms and conditions of employment of faculty members and

librarians, or any matter relating thereto, and to have a liaison and monitoring function with respect to the administration of this Agreement.

#### Article 16: Association Relations

No faculty member or librarian shall be required to join the Association as a condition of employment. However, the University agrees to continue the present practice of deducting Association dues from the salaries of all faculty members and librarians who so elect, and shall forward the dues collected to the Association in accordance with present practice. On or before the tenth day of each month, the University shall deliver to the Association a list of all persons from whose salaries deductions of Association dues were made during the previous month. On January 1 and July 1 of each year the University shall also provide the Association with a list of all faculty members and librarians.

Pursuant to present policy, the University agrees to provide the Association with the use of suitable services, office space, telephone lines, and the use of the University postal service.

The University shall allow reasonable access to the Association for the use of the University's reproduction services, computing facilities, and audio-visual equipment at standard University rates.

Subject to their availability, and consistent with prevailing University policy, the University undertakes to provide the Association with suitable meeting rooms free of charge.

The President of the Association shall be entitled to a 50 percent reduction in teaching load, or the equivalent. The University shall assume financial responsibility for such released time in accordance with standard budgeting practices. Contribution to the Association will be considered along with academic performance in computing salary increases, progress through the ranks and similar benefits to which the President may be entitled.

#### Article 17: Federal Anti-Inflation Guidelines

To the extent that the federal Anti-Inflation Guidelines are applicable, the parties agree that they will make a joint submission, and if necessary a joint appeal, to the Anti-Inflation Board and will in good faith present the fullest possible brief in support of the approval of the decisions made by the Governing Council relating to salaries and benefits.

#### Article 18: Non-Applicability to Federated Colleges

The parties acknowledge that, because of the independence of the governing bodies of the Federated Colleges, the provisions of this Agreement do not apply to such governing bodies.

#### Article 19: The University of Toronto Act and Severability

The parties agree that this Agreement is subject to the provisions of the University of Toronto Act 1971 as amended from time to time. If any provision of this Agreement is held or rendered to be invalid by judicial or legislative act, the remainder of this Agreement shall remain in force and the parties agree to meet and renegotiate whatever portion may have been held or rendered invalid.

#### Article 20: Amendments to the University of Toronto Act

The University agrees not to recommend changes in The University of Toronto Act relating to terms and conditions of employment of faculty members and librarians without prior consultation with the Association.

#### Article 21: Changes to Agreement

Changes or amendments to this Agreement may be made by mutual consent of the parties at any time.

#### Article 22: Copies of Agreement

The University agrees to provide all faculty members and librarians with a copy of this Agreement and any amendment which may be made thereto.

#### Article 23: Newly Appointed Faculty Members and Librarians

The University agrees to inform all newly appointed faculty members and librarians that this Agreement is in effect, and to distribute to them a copy of this Agreement at the same time and as part of the other documents provided regarding the terms and conditions of employment.

#### Article 24: Correspondence

All formal notices between the parties arising out of this Agreement or incidental thereto shall pass to and from the Chairman of the Governing Council and the President of the Association.

#### Article 25: Term of Agreement

This Agreement shall continue in full force and effect until June 30, 1980, and thereafter automatically renew itself for periods of one (1) year unless either party notifies the other in writing not less than 90 days, nor more than 120 days, prior to any expiry date that it desires to terminate this Agreement.

#### Article 26: Entry into Force

This Agreement shall enter into force upon signature by the Chairman of the Governing Council of the University and by the President of the Association following ratification of the Agreement by the Governing Council and the Association. Ratification procedures shall commence immediately upon accord being signified in writing by the negotiators, and both parties shall use their best efforts to cause ratification of this Agreement by June 30, 1977.

## Appendix A

Office of the President,  
May 16, 1977.

Professor J.M. Daniels,  
President,  
University of Toronto Faculty Association,  
University of Toronto,  
455 Spadina Avenue, Suite 302.

Dear Professor Daniels,

I am writing in reference to the recent negotiations between representatives of the Faculty Association and the University and the proposed Agreement to be entered into between the Association and the University and to confirm the undertaking of the administration with regard to the following issues:

1. Anomalies. The administration undertakes to correct any remaining sex-based anomalies pertaining to the salaries and benefits of faculty members and librarians. The corrections will be made prior to July 1, 1977, and will not be an issue in the bargaining of salaries and benefits generally. The Joint Committee will be charged with continuing to monitor such differentials in salaries and benefits.

2. Equalization of Librarian Salaries. When policies on the ranks and salary levels of librarians have been approved by the Governing Council by the procedure set forth in the Agreement, the administration will proceed within 60 days to equalize the salaries and benefits of the librarians in divisional libraries of the University of Toronto with those in the central library, retroactive to the date of signing the Agreement. Equalization shall not be an issue in the bargaining of salaries and benefits generally.

3. Pension Review. The administration will, within 30 days of the signing of this Agreement, establish a subcommittee of the Pension Review Committee to be responsible for the review of pensions of the faculty and librarians.

4. The administration will propose the following amendments to the Haist Rules to the Academic Affairs Committee at its first meeting following the ratification of the Agreement between the Governing Council and the Association.

(a) The following sentences shall be added at the end of paragraph 1, Article 16 of the Policy and Procedures on Academic Appointments:

"The division head or chairman shall prepare and provide a brief summary of the content of the above appraisals and evaluation, without identifying their sources, to the candidate at the time of submission of the dossier as specified below."

(b) The following paragraph shall be added to Article 24:

"The Tenure Appeal Committee shall continue as constituted. Future vacancies, including that of the chairman, shall be filled by the President after consultation with the Association."

(c) The following article shall be inserted immediately following Article 27:

"Article 27A: Rights of Faculty Members Granted Tenure upon Appeal. In the event that a faculty member is granted tenure by the Second Tenure Committee, that person shall immediately be considered for any promotion and be eligible for any merit salary increases that may have been denied him or her by reason of the tenure denial. In the event of undue delay or similar circumstances, a faculty member who has been granted tenure by the Second Tenure Committee may apply to the President of the University for reimbursement of expenses reasonably incurred in his or her tenure appeal."

(d) The following paragraph 19A shall be added immediately following paragraph 19 under the major heading "Academic Administrators":

"19a) In the appointment of a Principal of a College, a special advisory committee shall be appointed by the President of the University, after reference to the Chairmen of departments or divisions within the College and student members of the College Council, this committee to be composed of up to five members of the teaching staff of that College and up to three students of that College, the dean of the School of Graduate Studies or his representative, up to three other qualified scholars from within or outside this University, but outside the College, and a representative of the College Alumni. The Chairman of this committee shall be the President of the University or his nominee. The membership of this committee shall be made public and nominations invited."

Sincerely,  
John Evans

## Appendix B

Present Practices Affecting Faculty Members and Librarians Relating to Leaves of Absence, Short-Term Compassionate and Emergency Leaves

Continued on Page 8



Continued from Page 7

### Leaves of Absence:

Leave of absence with or without pay may be agreed upon by the University and a faculty member or librarian at any time. Requests for leave of absence without pay shall not be unreasonably denied by the University. Leave of absence without pay shall not normally exceed three consecutive years.

Faculty members or librarians on leave of absence receiving 25 percent of salary or more shall be entitled to full participation in University benefit plans in accordance with present practice. A faculty member or librarian on leave without pay (or who receives less than 25 percent of salary) may maintain membership in the University benefit plans in accordance with present practice.

### Short-term Compassionate and Emergency Leave:

A faculty member or librarian may arrange short-term compassionate or emergency leave with his or her Chairman, Dean or Principal with no loss of salary or benefits. Requests for such leaves shall not be unreasonably denied.

## Appendix C

### Letter of Intent regarding Librarians

The purpose of this letter is to confirm the undertaking of the administration, within 14 days of the ratification of this Agreement, to appoint a Working Group to formulate policies for librarians, and to describe the procedures by which the report of this Working Group will be approved by Governing Council.

The Working Group shall be chaired by the Vice-President and Provost, or his designate, and shall be composed of [list names — i.e. five librarians, two library administrators, and three faculty].

The Working Group shall render its report to both parties to the Agreement before October 31, 1977.

The Working Group is directed to recommend policies for librarians relating to appointment procedures, appointment of administrators in the library, criteria for promotions, dismissal, leaves, and the development of a rank and salary structure.

In particular, the Working Group shall be directed to deal with the following issues:

1. The appropriate rank structure for librarians.
2. The principles and procedures relating to permanent status.
3. Methods of selecting and reviewing the positions of library administrators at the level of head of Department and above.

The President of the University undertakes that, after the recommendations have been developed by the Working Group, he will transmit the recommendations

(including any minority views relating thereto held by members of the Working Group, and the views of the administration) to the Governing Council. In this connection, the President of the University will implement the following procedures for the further development and appraisal of the policy for librarians. The report of the Working Group will be presented to the Principals, Deans, and Directors for comment and review, and to the Academic Affairs Committee and the Governing Council for approval. If changes to the recommendations are suggested by the Principals, Deans, and Directors, or if amendments are proposed by the Academic Affairs Committee or the Governing Council, the suggestions or proposals will be referred to the Working Group for consideration and comment. Not less than 15 days after this referral, the body which proposed the amendment may resume its deliberations and actions on the report, taking into consideration any comments received from the Working Group.

The University understands that both parties to the Agreement will use their best efforts to deal with this matter promptly.

The President of the University acknowledges receipt of the letter from the President of the Association pertaining to the plans of the Association for ratification of the policies on librarians.

## Appendix D

### Letter of Intent regarding Policy on Promotions

This letter is written pursuant to the Agreement between the Governing Council and the Association to set forth the terms of reference for the Special Presidential Committee referred to in Article 5 of said Agreement, its deadline for preparing its recommendation, and the procedures for dealing with its recommendation.

The terms of reference of the Special Presidential Committee are to consider the recommendations of the report of the Forster Task Force and to recommend policies on promotions for faculty members, including matters related to criteria for promotions within existing ranks, reasonable equitable standards for promotion throughout the University taking into account the differing patterns of activity which characterize each division, and an appellate procedure.

The Special Presidential Committee will be directed to submit its report by no later than November 15, 1977.

The President of the University undertakes that after he has received the report of the Special Presidential Committee to recommend policies on promotion affecting faculty members he will transmit the recommendations (including any minority views relating thereto held by members of the Committee, and the views of the administration) to the Governing Council. The recommendations will be presented to the Principals,

Deans and Directors for comment and review, and then to the Academic Affairs Committee and the Governing Council for review and enactment. If changes to the recommendations are suggested by the Principals, Deans and Directors, or if amendments are proposed by the Academic Affairs Committee or the Governing Council, the suggestions or proposals will be referred to the Special Presidential Committee for consideration and comment. Not less than 15 days after this referral, the body which proposed the amendment may resume its deliberations and actions on the report, taking into consideration any comments received from the Special Presidential Committee.

The President of the University acknowledges receipt of the letter from the President of the Association pertaining to the plans for ratification of the policies on promotions.

## Appendix E

### Letter of Intent regarding Contractually Limited Term Appointments

This letter is written pursuant to the Agreement between Governing Council and the Association to set forth the terms of reference for the Task Force on Contractually Limited Term Appointments referred to in Article 6 of said Agreement, and the procedures for dealing with its recommendations.

The terms of reference of the Task Force are to consider, appraise, and make recommendations pertaining to the policy on Contractually Limited Term Appointments.

The President of the University undertakes that after he has received the report of the Task Force to review the policy on Contractually Limited Term Appointments he will transmit the recommendations (including any minority views relating thereto held by members of the Committee, and the views of the administration) to the Governing Council. The recommendations will be presented to the Principals, Deans and Directors for comment and review, and to the Academic Affairs Committee and the Governing Council for review and enactment. If changes to the recommendations are suggested by the Principals, Deans and Directors, or if amendments are proposed by the Academic Affairs Committee or the Governing Council, the suggestions or proposals will be referred to the Task Force for consideration and comment. Not less than 15 days after this referral, the body which proposed the amendment may resume its deliberations and actions on the report, taking into consideration any comments received from the Task Force.

The University understands that both parties to the Agreement will use their best efforts to deal with this matter promptly.

# Librarians, UTFA, GC representatives comment on agreement

Continued from Page 1

Prof. Smith, chairman of the UTFA team, says that the agreement meets the interests of the faculty and librarians and is an important development between the academic staff and Governing Council. Late in May, UTFA will send a mail ballot to all faculty members and librarians, to be returned by June 13. Says Smith, "I hope my colleagues will agree to the terms of the agreement and that it may then proceed to be ratified."

Governing Council will make its decision at its meeting on June 16.

### Interests of librarians

Three committees have been set up to deal with issues not resolved in the negotiations: one to recommend policies for librarians, another to recommend policies on promotions affecting faculty members, and a third to review the policy on contractually limited term appointments.

According to Prof. Smith, though the terms of reference for the working group that is to formulate policies for librarians are not as specific as they might be, the Association is satisfied that the membership of the group, consisting of five librarians who have already been designated, two library administrators, also named, and three faculty members, will ensure that the interests of the professional librarians will be well represented. The membership of the committee is to be announced shortly.

One member of the UTFA negotiating team says that although some of the terms and conditions of employment have

yet to be settled, librarians are, to all intents, now recognized as faculty colleagues.

Carole Weiss, head of reference, Roberts Library, and a member of UTFA's negotiating committee says she is quite pleased with the terms of the agreement. "Although it isn't everything we might have wished for, librarians are now included in provisions covering academic freedom, the grievance procedure, and the salary and benefits negotiations, for example. The working group will look into rank and salary structure, promotions, and procedures for conferring permanent status."

### Administration's views

The President, Dr. John Evans, says that both UTFA and University representatives have worked extremely hard to find a basis of agreement which "meets the concerns expressed by faculty and at the same time preserves the traditional processes of decision-making within the university. They have achieved this, insofar as is possible, in an original and creative way."

Marnie Paikin, Chairman of Governing Council is pleased that "a meeting of the minds has been reached on issues of great importance to the University teaching staff. While the agreement marks one end of the endeavour, there's still a lot to be done and many people will be involved. I hope their results are as positive as those invested in reaching the agreement." The Chairman is grateful to the members of Council's Negotiating Committee who, she says, "conducted their affairs in a most admirable manner."

Donald Chant says that he hopes

the agreement will be ratified without delay by the two parties involved. "The agreement represents a sincere attempt on Council's part to meet the faculty's concerns," he says.

That the agreement safeguards many of the faculty's concerns without altering collegiality is important to Principal Arthur Kruger. "A policy on promotion, for example, would be developed by a group of faculty colleagues in conjunction with administration, and that's the way we'll continue." Kruger sees policy on salary and benefits, however, as "probably being bargained for across the table".

### What the Agreement means

Professor Charles Hanly, Department of Philosophy and a member of UTFA's negotiating team says that "the current agreement means the Association is no longer placed in the humiliating position of being supplicant to a paternalistic authority".

He also says that the agreement provides for a three-year-freeze that covers a broad range of policies affecting faculty working conditions. These include the policies and procedures for academic appointments, the employment conditions of part-time academic administration, and policy on supplemental income and retirement.

During the term of the agreement, no change can be made in these policies, except by mutual consent of the University and UTFA. The agreement also provides for the expeditious development of policies affecting librarians, promotions, contractually

limited appointments, and maternity leave. When these policies are ratified by both parties, they will become part of the agreement and subject to its freeze position. Other important negotiations, he says, include research and study leave, academic freedom and responsibility, and grievance procedure.

"A crucial article provides for negotiation of salary and benefits. We had hoped to achieve 'final selection arbitration' which provides for a binding arbitration with an outside arbiter who would select one or other of the final offers from UTFA or the University. But in order to reach agreement, we abandoned this point and accepted a mediator.

"We then hoped that the mediator's report would be binding unless overturned by a two-thirds majority vote of Governing Council, but for the sake of resolving the issue, we accepted a clause which provides that the Governing Council agrees to accept the terms of the settlement recommended by the mediator unless Council by a majority turns it down.

"Although the agreement still falls somewhat short of our hopes," he says, "it is the 'golden mean'. The alternatives to the agreement were either a continuing of the previously unsatisfactory conditions or unionization under the Labour Relations Act".

There are three collective agreements already in force at Ontario Universities: Ottawa, Carleton, and York. Two others are currently being negotiated — at Windsor and at Algoma College, Laurentian University.

### Views of Federated Universities

Prof. Alexander Dalzell, Vice-Provost, Trinity College, attended many of the talks as an observer from the Federated Universities. Because of the independence of the Universities, the provisions in the agreement are not applicable. He says, "The independent Universities have different constitutions, and it would not be feasible to create one agreement to embrace them all. It would take some time to translate the provisions of the agreement into terms applicable to the Universities, should this be thought desirable."

Members of UTSA are reading the agreement with interest. UTSA President, Charlotte Turnbull, says that a current membership drive will influence their move toward contractual agreement. One of her concerns is that "current personnel policies are not implemented with the same degree of fairness throughout the campus".

Professor Mary Eberts, Faculty of Law, and a member of UTFA's negotiating committee, believes that "each issue has been fairly examined, and that's a great achievement". Agreement about the appointment of a mediator on salary and benefit negotiations whose recommendations will be made public, is important to Prof. Eberts.

When she joined the University faculty three years ago, Eberts had to find out for herself what membership in UofT's community meant. "Now with the provisions for faculty clearly defined, a new member will find it easier to understand how the academic community functions, how to become involved, and thus feel part of the University."



# President to hold reception for retiring faculty, staff

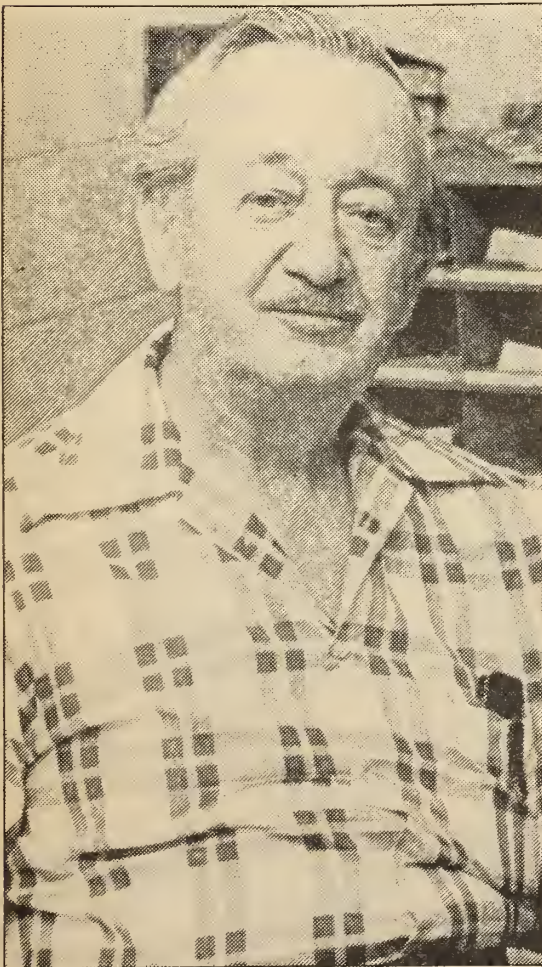
In a very few days, the President will again act as host at a reception for dozens of University faculty and staff who are retiring at the end of this academic session. The Quadrangle at Hart House will be the scene of these festivities, which have become a University tradition.

The President emphasizes that not only are relatives and friends of those concerned welcome to attend — the reception is open to colleagues of the guests of honour as well as all members of the University community.

The reception will take place Tuesday, May 24 from 4.30 to 6.00, in the Quadrangle at Hart House.



**HELEN CARPENTER**, a professor in Health Administration and Nursing, has taught for 32 years at U of T.



**PERCY VAUGHAN**, now at Erindale, began his career at U of T on the St. George Campus in Physical Plant Stores, January 1960. In 1967 he transferred to Erindale where he has worked in Shipping and Receiving.

## Faculty

Evelyn Bateman, Anaesthesia, special lecturer; Olga Bishop, Library Science, special lecturer; Keith Bissell, Music, visiting special lecturer; George Boddington, Anaesthesia, special lecturer; Alexander Bonkalo, Psychiatry, professor; Leonard Butler, Zoology, professor; Helen Carpenter, Health Administration and Nursing, professor; William Carswell, Civil Engineering, teaching assistant; Evan Cruickshank, Education, associate professor.

Frederick Dewar, Surgery, professor; John Dodd, Education, professor; William Easterbrook, Political Economy, professor; Kenneth Ferguson, Pharmacology, honorary professor; Roderick Gordon, Anaesthesia, professor and chairman; Oswald Hall, Library Science, professor; John Hamilton, Office of the Provost, vice-provost; Karl Helleiner, Political Economy, special lecturer; Irwin Hilliard, Medicine, professor; Wilfred Jack, Management Studies, assistant dean and sessional lecturer.

Zygmunt May, Chemical Engineering, assistant professor; James McKellar, Obstetrics & Gynaecology, lecturer; Isabel McLean, Library Science, research associate; Waclaw Michalski, Mechanical Engineering, teaching assistant; Norman Moody, Electrical Engineering, professor; Joseph Owens, Medieval Studies, professor; Jess Pike, Civil Engineering, teaching assistant.

Rosa Rappaport, Medicine, assistant professor; Helen Reid, Paediatrics, assistant professor; Andrew Rhodes, Microbiology & Parasitology, professor; Eila Ross, Art as Applied to Medicine, associate professor; Loris Russell, Geology, professor; Michael Scandiffio, Family & Community Medicine, special lecturer; Beverley Scott, Royal Ontario Museum, professor; Edward Sheffield, Higher Education Group, professor; Barbara Solandt, Zoology, lecturer; Lorne Stewart, Criminology, special lecturer; Aldwyn Stokes, Psychiatry, professor emeritus.

Frederick Urquhart, Scarborough, professor; Tuzo Wilson, Geology and Physics, lecturer; Jean Wilson, Nursing, professor; Harry Winesanker, Anaesthesia, special lecturer; John Wood, Woodsworth, professor; Gerald Wrenshall, Banting & Best, professor.

## Administrative Staff

Michael Bardin, Scarborough, library technician; Leonard Barratt, Physical Plant, police corporal; Esther Bogo, Social Work, clerk stenographer; Arthur Bragg-Smith, Aerospace Studies, craftsman; William Breakwell, Hart House, attendant; Robert Campbell, Chemical Engineering, research technician; Gladys Clynch, Press, clerk; Elsie Corbett, Dentistry, senior dental assistant; Edwin Crocker, Dentistry, chief dental technician.

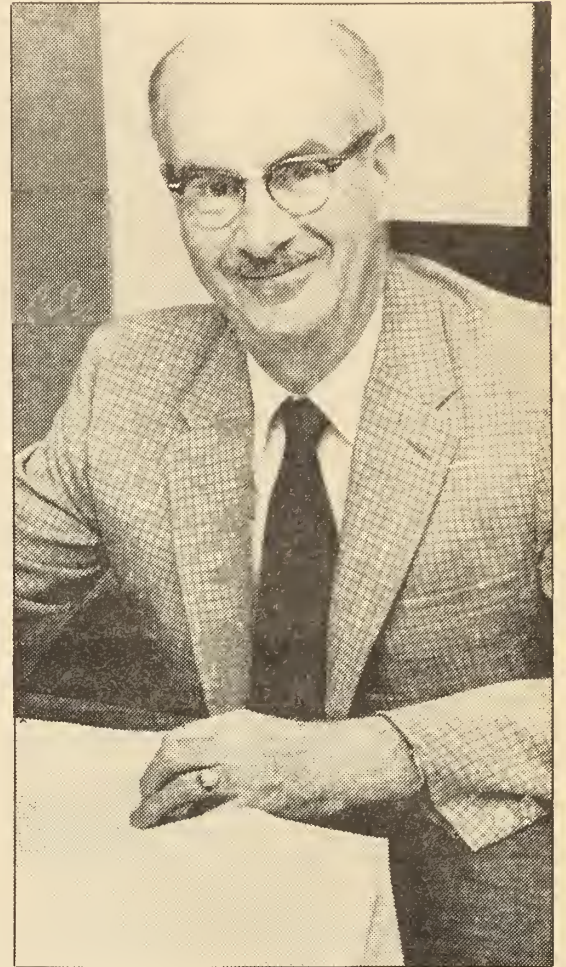
Jack Dibranou, Hart House, maintenance worker; Helen Denne, Continuing Studies, supervisor; John Durham, Physical Plant, supervisor stores; Herbert Evoy, Dentistry, dental technician; George Flanagan, Best Institute, enquiry officer; Anna Kalnins, Physiology, lab technician; William Kubbinga, Aerospace Studies, technical services co-ordinator; Lajos Lendvay, Medical Sciences, enquiry officer.

Madeleine Manley, Hispanic Studies, secretary; Alice McGregor, Geography, library technician; Winnie McQuiggan, Library, library technician; Alice Moulton, Library, department head; Roberta Murby, Comptroller's Office, section head; Peter Peros, Mechanical Engineering, craftsman; Dorothy Ryley, Music, secretary.

Marcella Simmons, Anatomy, lab assistant; Anne Stockwood, Information Services, clerk typist; Greta Whitely, Education, secretary; Catharine Windeyer, Post-Graduate Medical Education, secretary; Rudy Zier, Physical Plant, machinist.

## Maintenance Staff

Gerald Adams, Physical Plant, building patrol; Morgan Cavanagh, Physical Plant, building patrol; Robert Chivers, Physical Plant, lead hand; Paul Czvetko, Physical Plant, building patrol; Peter Hearn, Physical Plant, service worker; Andrew Jansky, Physical Plant, service worker; Joseph Major, Physical Plant, building patrol; Katherina Musij, Physical Plant, service worker; Percy Vaughan, Erindale, lead hand storekeeper.



**EDWARD SHEFFIELD**, professor, Higher Education Group, has taught for 11 years at this University.



**MADELEINE MANLEY**, Hispanic Studies, has been secretary to the chairman since November 1957. She has held the same position at U of T for nearly 20 years.



## RESEARCH NEWS

### Bickell Foundation Deadlines

For the June meeting of the Bickell Foundation, application deadlines within the University are now set. Medical applications must reach the dean's office, Faculty of Medicine, by June 1. Non-medical applications must be at ORA by June 9. For further information, call 978-2163.

### Biosafety Report Adopted by Research Board

With three amendments, the University Research Board approved the report of the Biosafety Subcommittee (full text published in the *Bulletin*, April 29) at its meeting on May 6. The amendments:

clarify that it is the responsibility of the central committee to review

protocols forwarded in behalf of research projects involved in the use of hazardous biological agents; provide for appeals to the Health Sciences Committee by principal investigators against decisions made by the central University committee.

Effectively, the central University Biosafety Committee will now consist of representatives from local biosafety committees, to be established in research areas to be affected by new guidelines on biohazardous research issued by the Medical Research Council, and will also include five members to be selected by the Research Board from University departments not involved in research of the type under consideration, or from areas outside the University community.

## JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

**Laboratory Technician II** (\$10,370 — 12,200 — 14,040)  
Surgery (4)

**Laboratory Technician III** (\$11,450 — 13,470 — 15,490)  
Medical Genetics (4)

**Electron Microscopy Technician I** (\$9,330 — 10,970 — 12,620)  
Biochemistry (4)

**Programmer I** (\$9,850 — 11,590 — 13,300)  
Preventive Medicine & Biostatistics (4), Physics (1)

**Graphic Artist III** (\$10,370 — 12,200 — 14,040)  
Mechanical Engineering (5)

**Library Technician IV** (\$8,470 — 9,970 — 11,460)  
Law Library (2)

**Operations and Maintenance Engineer** (\$17,390 — 20,460 — 23,520)  
Erindale College (2)

## Bulletin to carry paid advertisements

In the next *Bulletin*, to be published on June 3, readers will notice the inclusion of paid advertisements. This policy has been approved by the External Affairs Committee and has been adopted in order to help pay some of the costs of publishing and distributing the newspaper. Already for several years, the quarterly alumni magazine, the *Graduate*, also produced by the Department of Information Services, has carried advertisements.

Prospective advertisers are invited to avail themselves of this further means of announcing lectures, plays, concerts, seminars, book sales or whatever. Display advertisements afford the opportunity to devote as much space as the advertiser thinks appropriate — irrespective of editorial opinion. They also make it possible to have an announcement prepared by professional advertising artists — a service that is offered by the *Bulletin's* advertising representative.

Please note that this policy applies only to display advertising, and does not affect the present procedure of carrying *without charge* such items as: events listings from the University community (whether or not the enterprise entails a fee or sale of tickets), administrative and Governing Council announcements, notices of search committees, and other academic and non-academic announcements of interest to *Bulletin* readers.

Letters to the editor, and suggestions for news and feature stories will, of course, continue to be welcome.

Advertisements are now being solicited from various organizations external to the University. A letter will be going out shortly to some of the primarily non-academic agencies within the University, such as Hart House, the University of Toronto Press bookstores and the Faculty and Staff Associations, who might have occasion to insert

paid display advertisements in these pages, advising them as to the advertising rates and deadlines that have been established.

**Inquiries, orders, and payment for advertisements should not come to the Department of Information Services or to the editors of the *Bulletin*, but should go to the advertising representative:**

**Frank Wilson, William Nobleman and Associates Ltd.,**  
124 Ava Road, Toronto M6C 1W1  
telephone: (416) 781-6957

Any questions concerning this policy may be directed to the director of the Department of Information Services, Mrs. Elizabeth Wilson (no relation) at 978-2106.

## PH D ORALS

### Friday, May 20

Sylvia Elchen, Centre for the Study of Drama, "Costume in the Theatre of Edward Gordon Craig." Thesis supervisor: Prof. L.L. Mark-er. Room 111, 63 St. George St., 2 p.m.

### Tuesday, May 24

Janet Mary Zarb, Department of Educational Theory, "Correlates of Recidivism and Social Adjustment among Training-School Graduates." Thesis supervisor: Prof. P. Lindsay. Room 111, 63 St. George St., 10 a.m.

Barbara Sharratt, Department of Slavic Languages & Literatures, "Mikhail Bulgakov's *The Master and Margarita*: An Analysis of Structure." Thesis supervisor: Prof. R.D.B. Thomson. Room 309, 63 St. George St., 2 p.m.

Paul Orlov, Department of English, "Ideas and Artistic Vision in Dreiser: A Reading of *Sister Carrie* and *An American Tragedy*." Thesis supervisor: Prof. J.F. Lynen. Room 307, 63 St. George St., 2 p.m.

Richard D. Mohr, Department of Philosophy, "Studies in Plato's Cosmology." Thesis supervisor: Prof. T. Robinson. Room 111, 63 St. George St., 2 p.m.

### Wednesday, May 25

Carolyn Cooper, Department of English, "A Different Rage: A Thematic and Structural Analysis of the Poetry of Derek Walcott, 1948-1976." Thesis supervisor: Prof. W.J. Howard. Room 111, 63 St. George St., 11 a.m.

Barbara Shirley Herring, Department of Psychology, "The Effects of Aversive Stimulation on Non-Consummatory Licking and Lever-Pressing in Rats." Thesis supervisor: Prof. G.C. Walters. Room 111, 63 St. George St., 2 p.m.

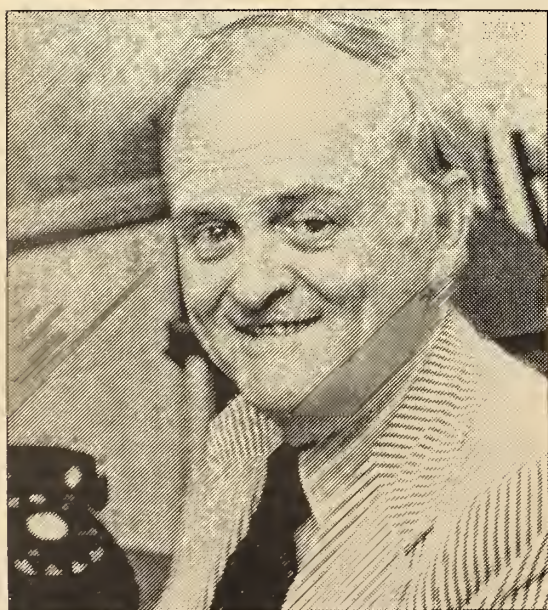
### Thursday, May 26

Robert M. Goldstein, Department of Anthropology, "The Anthropometry of Distension: Descriptive Indices for the Distended Abdomen and Distended Lower Leg." Thesis supervisor: Prof. D.R. Hughes. Room 309, 63 St. George St., 10 a.m.

Lucile Michaud, Department of French, "La Pratique de la Mise en Abyme Chez Gide, Proust, Sarraute et Robbe-Grillet." Thesis supervisor: Prof. P.A.R. Bouissac. Room 111, 63 St. George St., 2 p.m.

David Joseph Ostry, Department of Psychology, "The Organization of Typewriting Performance." Thesis supervisor: Prof. F.I.M. Craik. Room 307, 63 St. George St., 2 p.m.

## Careless, Johns, Stoicheff named University professors



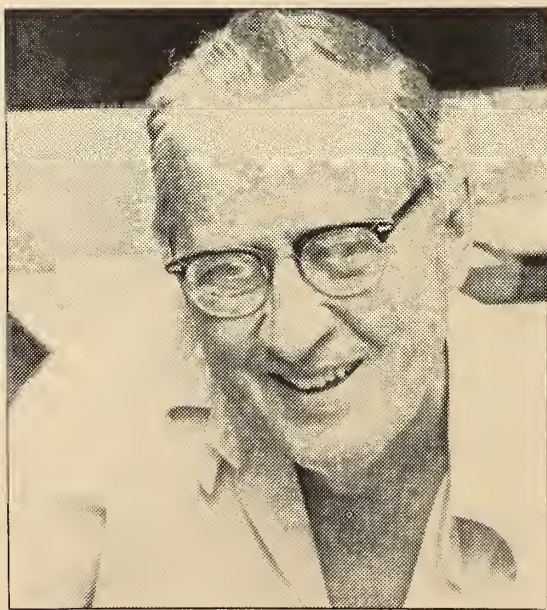
**Professor Maurice Careless**

A historian and two physicists have been appointed University Professors, President John Evans announced at Governing Council last night.

They are Maurice Careless, professor in the Department of History; Harold Johns, head of the Physics Division of the Ontario Cancer Institute and professor of Physics and Biophysics; and Boris Stoicheff, professor in the Department of Physics, and chairman of the Department of Engineering Science.

The appointments bring the total number of University Professors to 15. The award is an honorary one, in recognition of outstanding contributions to teaching and scholarship, and its bestowal is the personal prerogative of the President.

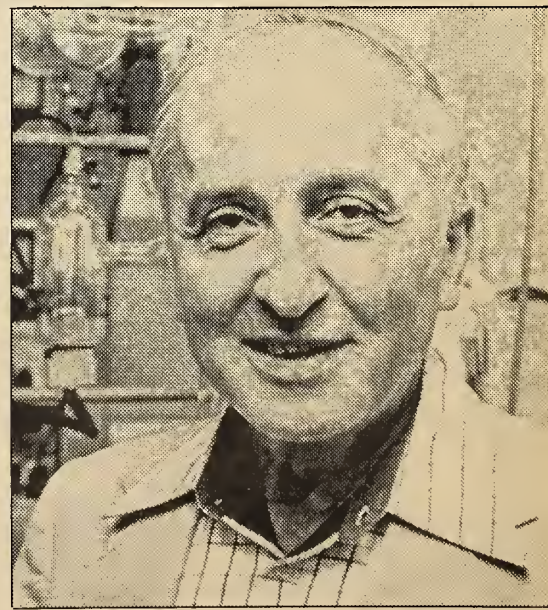
Prof. Careless, 58, who has taught at U of T since 1945, is an award-winning author. He received the Governor-General's Award for Academic Non-Fiction twice — in 1954 for his book *Canada: A Story of*



**Professor Harold Johns**

*Challenge*, and in 1964 for his biography of George Brown, *Brown of the Globe*. He is the author of many other historical works and numerous articles and scientific papers reflecting his special interest in urban and regional history in Canada. Born in Toronto, he graduated from U of T in 1940 and received his doctorate in history from Harvard University in 1950. He has received numerous academic and professional honours and served on many professional and public bodies.

Prof. Johns, 61, is known as the father of Cobalt 60 radiation therapy for cancer. He has received many awards, among them the Coolidge Award of the American Association of Physicists in Medicine, which has been given to only five scientists in the world. He was born the son of missionary parents in China, graduated from McMaster University in 1936, and received his Ph.D. from U of T in 1939. He has been a



**Professor Boris Stoicheff**

professor in the Physics Department since 1956, and in the Department of Medical Biophysics since 1958. He is the author of 200 books, articles and papers.

Prof. Stoicheff, 52, whose scientific interests include the fields of spectroscopy, light, and molecular structure, has become most well known for his work in lasers and their scientific applications. He is the recipient of many honours, most recently the Izaak Walton Killam Memorial Scholarship. Last year he became the first non-American president of the Optical Society of America. Born in Yugoslavia, he emigrated to Canada with his parents at age 7. He graduated in Engineering Physics from U of T in 1947, and only three years later received his doctorate in Physics. He has been a professor in the Physics Department since 1964, and for the past five years served as chairman of the Department of Engineering Physics. He has written close to 100 scientific papers in his field.



# Patients use mind over matter to combat pain

by Robbie Salter

Some of the equipment that took man to the moon has been modified to take him on a voyage to the inner reaches of the body, offering an unprecedented view of brain waves, blood pressure, pulse, temperature and muscle activity — and an opportunity to learn how to influence such bodily functions through thought.

The procedure is called biofeedback training (BFT), and many of its techniques, especially those used to induce relaxation, are as old as prayer and meditation. But others are new, and it's only recently that the old and the new have been combined and scientifically tested in academic circles.

BFT is being used at the Wellesley Hospital's pain clinic, for example, where Dr. Jan Kryspin is the physician and physiologist in charge, and although not every patient can learn to master it, of the 700 seen since the clinic opened in 1973, 65 percent have been helped to live more comfortably with a variety of disagreeable conditions ranging from terminal illness to tension headaches, migraine, arthritis, wry neck, various kinds of backaches, stroke and epilepsy.

Most of the patients at the clinic suffer from stress, the kind that accompanies and often intensifies persistent pain. "A certain amount of stress is inevitable," says Dr. Kryspin, "but when stress associated with pain is prolonged, unremitting, or comes from several sources simultaneously, illness may result."

Through BFT, the patient becomes an active rather than a passive participant in controlling the body's innermost responses to stress. Because disease often results from an imbalance between the body and the mind, says Kryspin, patients learn through relaxation, BFT, and other therapies to develop the self-awareness that produces a balance between the two — the balance known as *homeostasis*.

There are two aspects to biofeedback: technology and training. The patient sits in a chair or reclines on a bed in a quiet room. Special sensing materials, attached to delicate wires and leading to a biomedical device, are taped to his skin, and information carried electronically from the body to the device is converted to a tone, a light, or a reading on a meter that he monitors himself.

The frontalis muscle across the forehead is an example of an area where stress is readily visible in daily life and where tension associated with wry neck and headache can be measured easily. Sensors attached to the patient's head pick up news of the muscle's electrical activity and carry it back to the electromyograph where it is amplified. The patient then "sees" or "hears" his muscle tension as it is converted to a signal, and gradually learns to maintain the optimal level of relaxation.

After a few sessions, by a process of association, the patient learns to recognize the "thought-feeling" producing the optimal signal. The lessons learned in the clinic are practised between visits until they become part of his everyday life. "And once a person masters a technique," says Dr. Kryspin, "its pattern stays in the mind for a long time."

Through BFT, migraine victims are learning to offset attacks. By concentrating on diverting the blood flow from the congested brain to the periphery of the body, the subject raises the skin temperature in the hands, where it is measured by sensors attached to the fingers. Some patients can even learn to raise the temperature in a specific finger.

For the epileptic, BFT offers new hope of fewer seizures and less medication. He is taught to become acutely aware of the first signs of the "aura", that brief period when he experiences the strange sensation heralding a seizure. And he is shown (by means of electroencephalography) how to increase the frequencies or cycles of the brain waves in the sensory motor area across the top of the head. This increased activity acts in the same way as an anti-convulsant drug, decreasing the liability of an attack. "The ability to generate rapid frequencies is acquired subconsciously," says Kryspin, "and can be turned on at will when the aura first begins."

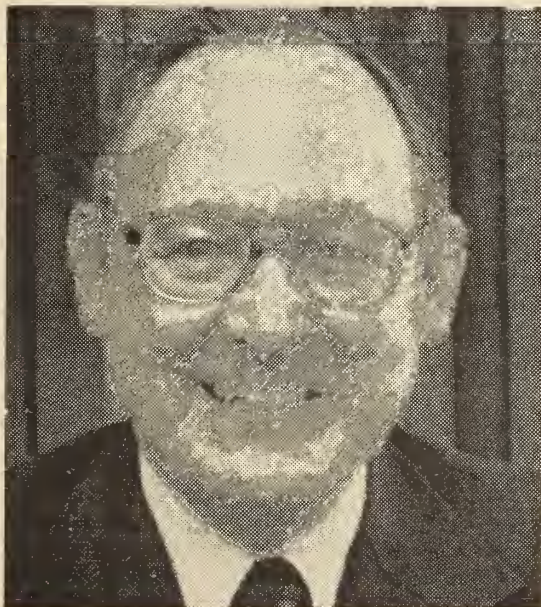
BFT is being used to rehabilitate stroke patients as well. "After a stroke," Kryspin explains, "the muscles on the paralyzed side are spastic. But by means of electromyography and physiotherapy the patient learns to relax the tight muscles and can regain considerable use of the limb. We are seeing amazing results even two to three years after the stroke occurred."

Children, too, are learning to master BFT. "It's easy for today's TV-oriented child to tune in to the bionic world," says Dr. Wallace Lotto, an orthopaedic surgeon at the Ontario Crippled Children's Centre. "The electronic equipment is tailored to meet his specific needs right here in the Centre's workshops."\*

James, who is wearing a light-weight electronic helmet while he watches TV, was born without the muscular control necessary to hold his head upright, but he is gradually learning the correct position. When his head deviates, he may hear a buzzing sound — or



**THIS CHILD IS USING** biofeedback techniques to help him learn to hold his head upright. He is wearing a "a head position trainer" and a "time/event counter" developed at the Ontario Crippled Children's Centre.



**Dr. WALLACE LOTTO** says that the Ontario Crippled Children's Centre is one of the few places in the world where biofeedback is being assessed for its role in teaching a child to learn new posture.

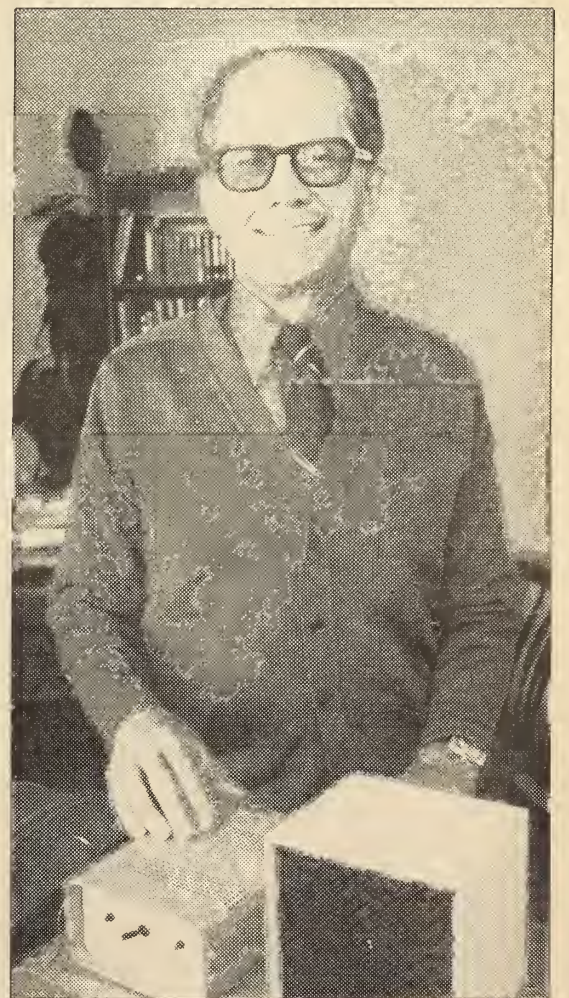
the program may go off and come on again when he returns his head to the ideal position.

Another child, who has transiently lost the use of one leg after trauma, wears an electronic brace to re-educate the muscles. The number of times he "scores" correct gait is recorded for him to see.

The pain clinic's Dr. Kryspin deplores the fact that biofeedback equipment, in the hands of an "entrepreneur", may be used indiscriminately as a money-making gimmick. At the mercy of an operator ignorant of physiology and psychotherapy, a patient may go unrelieved, may be made dependent, and may even wind up feeling worse.

But scientifically controlled, in the hands of a team who share a common philosophy, biofeedback techniques relieve the stress that comes with chronic pain, and help the patient to develop an improved self-image, independence, and a sense of responsibility for his own well-being.

Such methods, Dr. Kryspin believes, may one day reduce by one-third the current health costs for this type of problem.



**Dr. JAN KRYSPIN**, of Wellesley Hospital's pain clinic says that the new approach to healing "permits patients to move from the traditional passive role to an active one where they learn how to help themselves to better health."

\*The BFT program at the Ontario Crippled Children's Centre was supported originally by the Atkinson Foundation and latterly by the Hospital for Sick Children Foundation.



# SESQUI U EVENTS

For information concerning Sesquicentennial events, phone 978-5000.

## FRIDAY MAY 20

**Secretion of Plasminogen Activator by Cultured Sertoli Cells** (Seminar) Dr. Martial Lacroix, Department of Biochemistry, 417 Best Institute. 12.30 p.m. (BBDMR)

**Sweet Bird of Youth** by Tennessee Williams (Last of 3 previews) Hart House Theatre. 8.30 p.m. Tickets \$2.50. Telephone 978-8668.

## SATURDAY 21

**Combinatorial Set Theory and its Applications to Topology** (Symposium in series of logic conferences at Toronto-area universities) In honour of Prof. Fritz Rothberger, Acadia University, special guest at symposium. Invited speakers include Profs. James Baumgartner, Dartmouth College; Eric van Douwen, Ohio University; Daniel Mauldin, University of Florida; Steven Heckler, City University of New York; Richard Laver, University of Colorado; and Gregory Moore, Institute for the History and Philosophy of Science and Technology. Erindale College. May 21 and 22. Information telephone Prof. F.D. Tall, 828-5359.

**Sweet Bird of Youth** by Tennessee Williams, directed by David Gardner. (First of 4 Sesqui Season plays) Starring Charmion King and Nicholas Cortland. Hart House Theatre. May 21 to June 11 at 8.30 p.m. Monday to Saturday, no performance Sunday. Tickets \$6, students \$3. Subscription series \$20, students \$12. Telephone 978-8668.

## SUNDAY 22

**How organisms avoid being preyed upon** (20th lecture in special Sesquicentennial series at Science Centre) Prof. Nick Collins, Department of Zoology, Erindale College. Main auditorium, Ontario Science Centre. 3 p.m.

## TUESDAY 24

**Dysfunction of the Masticatory System: The use of an Index** (Lecture) Dr. Martti Helkimo, University of Gothenburg. 406 Professional Building, 123 Edward St. 1 p.m. (Dentistry)

**Some Aspects of the Ionization of Beta-Diketones** (Colloquium) Dr. J.R. Jones, University of Surrey. 158 Lash Miller Chemical Laboratories. 4 p.m.

**Opera Excerpts** performed by students in Opera Department. MacMillan Theatre, Edward Johnson Building. May 24, 25 and 27 at 8 p.m. Admission \$1 at door. (See story this page)

## WEDNESDAY 25

**Membrane Fusion in Lipid Vesicles and Cells** (Seminar) Dr. Dimitrios Papahadjopoulos, Rosewell Park Memorial Institute, State University of New York at Buffalo. 3171 Medical Sciences Building. 12 noon. (Membrane Club)

## THURSDAY 26

**Nursing Diagnosis: Implications for Practice, Education and Research** (Lecture) Prof. Marjory Gordon, Graduate School of Arts & Sciences, Department of Nursing, Boston College. Cody Hall. 4.15 p.m.

**New Carbocyclic Synthesis with Iron Carbonyls** (Colloquium) Prof. R. Noyori, Nagoya University. 158 Lash Miller Chemical Laboratories. 4 p.m.



**HEATHER SPRY, THE UNIVERSITY'S new carillonneur will give eight of a series of 12 carillon recitals this summer on Sunday evenings from 7.30 to 8.30 beginning June 26.**

**Aegean Cruise: Greece & Turkey** (Informal discussion) Resource staff and travel agent will describe with films and slides Alumni Breakaway Tour available Sept. 1—15. Music Room, Hart House. 8 p.m. Refreshments. RSVP to Alumni House, 978-8991.

**Woodwind Music by Canadian composers** performed by Thomas Dowling and Blago Simeonov, clarinet; Ronald Taylor, flute; Christopher Weait, bassoon; with Tanya Tkachenko, piano. Concert

Hall, Royal Conservatory of Music. 8.15 p.m.

## FRIDAY 27

**Studies on Insulin of the Fish *Ictalurus nebulosus*** (Seminar) Dr. M.L. Moule, Banting & Best Department of Medical Research. 417 Best Institute. 12.30 p.m.

**Nursing Research '77** (Symposium) Reports and discussion of recently completed and current research conducted by Faculty of Nursing

on patient and family care in: community health, medical-surgical nursing, parent-child care and psychiatric-mental health nursing. Cody Hall. 9 a.m. — 4 p.m. Information and registration telephone 978-2853 or 978-2865.

## SUNDAY 29

**Surface acoustics and communication** (21st lecture in special Sesquicentennial series at Science Centre) Prof. Vel Ristic, Department of Electrical Engineering. Main auditorium, Ontario Science Centre. 3 p.m.

**Music for the Double Bass** (4th annual Donald McMurich Memorial Concert) Thomas Monohan assisted by John Hess, piano and Rivka Golani-Erdesz, viola. Walter Hall, Edward Johnson Building. 3 p.m.

**Royal Conservatory Trio** (Concert postponed from April 17) Isidor Desser, violin; David Hetherington, cello and Marian Grudeff, piano. Concert Hall, Royal Conservatory of Music. 4 p.m. Tickets \$3, students and senior citizens \$1.50. Telephone 978-3771.

## TUESDAY 31

**Modern Astronomy and Astrophysics** (11th annual June Institute) Visiting speakers Profs. Kenneth A. Pounds, University of Leicester; Anne P. Cowley, University of Michigan and Dominion Astrophysical Observatory, Victoria; Beatrice M. Tinsley, Yale University; and Donald G. York, Princeton University. May 31 to June 3. McLennan Physical Laboratories. Information and detailed program, Prof. John R. Percy, Department of Astronomy. (See story page)

**Lois Marshall**, with John Beckwith, piano. Miss Marshall has graciously offered her services for this concert, net proceeds to Varsity

Fund's support of Faculty of Music. Walter Hall, Edward Johnson Building. 8.30 p.m. Tickets \$5, students and senior citizens \$3.50. Telephone 978-3744. (Faculty of Music Alumni Association)

## FRIDAY JUNE 3

**Mutations Affecting RNA Polymerase Specificity** (Seminar) Dr. Andrew Travers, MRC Laboratory of Molecular Biology, Cambridge. 417 Best Institute. 12.30 p.m. (BBDMR)

**Gauss Bicentennial Symposium**, June 3 and 4. Lectures June 3 from 3.30 to 6 p.m. and at 8 p.m.; June 4 from 9.30 a.m. to 4.30 p.m. Main lecture theatre, Ontario Science Centre. (Royal Society, Science Centre, U of T and York) (See story page)

## SATURDAY 4

**Alumni Spring Reunion**. Honoured years 1T7, 2T7, 3T7 and 5T2. Carillon concert 2 p.m. Information telephone Alumni House, 978-2366.

## SUNDAY 5

**The hunting of the quark: a voyage to the middle of the proton** (22nd lecture in special Sesquicentennial series at Science Centre) Prof. James Prentice, Department of Physics. Main auditorium, Ontario Science Centre. 3 p.m.

## MONDAY 6

**Rudolf Serkin**, all-Beethoven recital. (Re-scheduled from April 18.) MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Mr. Serkin has donated his services for this special concert, proceeds to be applied to Walter Homburger Scholarship Fund, Faculty of Music. Tickets \$25 orchestra, \$16 balcony. Income tax receipts will be issued. Telephone 978-3744.

## Summer institute to deal with human rights, civil liberties

"Human Rights and Civil Liberties" is the title of the summer institute of the School of Continuing Studies to be given June 6—10 on the St. George campus.

In recent years, groups and individuals have been turning to government and private agencies for redress from a variety of social problems. Often they are looking for ways of changing legislation and bureaucratic procedures that impede their progress or development.

The institute is designed to provide an opportunity to study issues involved in the application of human rights and civil liberties in our society. An objective of the institute is to work toward more effective interaction with the public by administrators of agencies dealing with these concerns. It has been designed for administrators and for community workers, teachers and volunteers who are interested in social action, advocacy and the strategies of community involvement.

Keynote lectures will be given each day by specialists who will examine the meaning of freedom and equality, the right to due process of law, dissent, security and personal privacy. Part of each day will be devoted to training for social action, strategy and tactics. Three workshops will be conducted for participants wishing to discuss programs in multiculturalism, the problem of racial equality in Canada, and civil liberties issues relating to state powers and personal freedoms. And a series of

informal "drop-in" clinics will be held for participants seeking individual consultation in special areas.

Two sponsored luncheons will feature addresses by Mr. Arthur Maloney, Q.C., Ontario ombudsman, and Judge Rosalie Abella of the Metropolitan Toronto Juvenile and Family Court.

Faculty for the institute have been drawn from universities, government departments, government and private agencies, the

legal profession and the news media. They include Dr. Daniel Hill, special adviser to the President on human rights matters; Professor Frank Iacobucci, Vice-President — Internal Affairs; Professors Simon Fodden, Osgoode Hall Law School, York University, and Alan Mewett and Michael Trebilcock, Faculty of Law; Kay Eastham, Ministry of Labour; Dr. Herbert Sohn, Ministry of Community and Social Services; Shelley Acheson, Ontario Federation of

Labour; Brian P. Goodman, office of the Ontario ombudsman; Robert Cooper, C.B.C. ombudsman; Eric McKee, University ombudsman; Mr. Justice Horace Krever of the Supreme Court of Ontario and Arnold Bruner of the *Globe and Mail*.

Tuition fee for the institute is \$200. Programs and registration forms are available from the School of Continuing Studies. 158 St. George St., telephone 978-2400.

## Seminar on preparing printed materials

*Plan it and Print it* is the title of a seminar on the basics of preparing various types of printed material to be held Wednesday, June 7, at 3.00 p.m. in the Music Room, Hart House.

Representatives of Department of Information Services and U of T Press will lead a discussion on using print effectively and economically and will discuss the elements of design, typography and printing. Production kits will be given to participants, containing sample materials and other items which will be useful to anyone preparing material for printing.

Following the general discussion, there will be small round table sessions to discuss your publications. The seminar will be most valuable to those who send material ahead of time. The more

information you send, the better the advice shall be.

If you are interested in the seminar, please send samples of your publications describing their cost and their uses, if possible. If you have any questions about your

future publications, send them as well, to: Mrs. Elizabeth Wilson, Director, Information Services, 45 Willcocks Street, before May 27.

For information, telephone 978-2106.

## Music students offer operatic fare

The students from the Opera and Performance Departments of the Faculty of Music will present *The Barber of Seville* by Giovanni Paisiello in the MacMillan Theatre on May 24. The opera is based on the Beaumarchais comedy but is seldom performed now, Rossini's opera having supplanted it in the popular repertoire.

On May 25, the students will perform excerpts from *La Ceneren-*

*tola* by Rossini, *Manon* by Massenet, *La Forza del Destino* by Verdi and the complete *L'Heure Espagnole* by Ravel.

On May 27, excerpts are from *La Cenerentola*, *Lucia di Lammermoor* and *Maria Stuarda* by Donizetti and *Die Fledermaus* by Strauss.

All performances begin at 8 p.m. Unreserved tickets at \$1 are available at the box office on the evening of each performance.